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Indian Labour Gazette

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INDUSTRIAL AWARDS IN INDIA—AN ANALYSIS

LABOUR BUREAU PUBLICATION NO. 9

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The awards, etc., analysed in this monograph cover a period from 1939 to 1950 and deal with such topics as jurisdiction of Industrial Tribunals, minimum wages, dearness allowance, night shift allowance, leave and holidays with pay, profit sharing and profit bonus, provision for the future of workers, compensation for involuntary unemployment, payment of wages during a period of strike or lockout, retrenchment and reinstatement. It also contains appendices in tabular form showing basic minimum wages, dearness allowance, leave with pay, provident fund and gratuity recommended by Adjudicators, etc., and legislative provisions regarding holidays with pay in various countries.

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Indian Labour Gazette

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EMPLOYMENT IN FACTORIES, 1949

Statistics relating to employment in factories for the year 1949 are now available in respect of the 9 Part A States and the Centrally Administered States of Delhi, Ajmer, Coorg and the Andaman and Nicobar Islands. A statement showing the average daily employment in the various States classified according to industries is published elsewhere in this Gazette.* The salient features of the employment situation during the year under review as revealed from these statistics are discussed below.

The statistics, which relate to factories subject to the Factories Act, had a wider coverage in 1949 than in the previous year for various reasons. Firstly, the merger of some of the former princely States with some of the former provinces brought under the jurisdiction of the latter, large additional areas and consequently a considerable number of additional factories. Secondly, the Factories Act, 1948 which came into force on 1st April 1949 brought into its fold a number of small factories not covered by the former Act. As a result, although registration of factories under the new Act was not still complete, the number of working factories on registers in the States covered by these statistics increased from 15,906 in 1948 to 19,829 in 1949. Table I shows the number of working factories in each of the States in 1949 and 1948.

TABLE I
Number of Working Factories

1	1949				1948
	Section 2m (i) 2	Section 2m (ii) 3	Section 85 4	Total 5	
Ajmer	51	—	—	51	35
Assam	774	—	—	774	767
Bihar	571	160	—	731	657
Bombay	5,147	911	777	6,835	5,254
Coorg	9	—	—	9	9
Delhi	363	25	—	388	287
Madhya Pradesh	1,062	—	—	1,062	1,003
Madras	3,883	872	677	5,432	3,960
Orissa	171	83	—	254	222
Punjab	729	15	—	744	594
Uttar Pradesh	1,235	114	—	1,349	1,040
West Bengal	2,175	22	—	2,197	2,072
Andaman and Nicobar Islands	3	—	—	3	6
Total	16,173	2,202	1,454	19,829	15,906

* *Vide* pages 954—961.

Annual returns furnished by the factories showed a total average daily employment of 24,33,988 workers in 1949 as against 23,60,201 reported in respect of the previous year. The apparent increase of about 3·1 per cent. in the volume of employment was partly due to additional geographical coverage and partly due to the wider scope of the new Act.

Although the increase in the number of factories was about 24·7 per cent. the average daily employment increased by 3·1 per cent. only on account of the fact that while a majority of the new factories brought under the purview of the new Act were small, the level of employment in certain major industries such as cotton and jute was lower than in the previous year on account of closures of factories, retrenchment and partial unemployment. Moreover, there has actually been a considerable drop in employment in Engineering and Ginning and Pressing.

Table II shows the reported totals of average daily employment in 1949 in each of the States together with the figures for 1948.

TABLE II
Employment in Factories, by States

	Average daily number of workers employed	
	1949	1948
Ajmer	15,380	15,877
Assam	61,132	59,563
Bihar	1,55,334	1,48,208
Bombay	7,89,463*	7,37,460†
Coorg	82	74
Delhi	38,806	36,894
Madhya Pradesh	96,273	1,01,646
Madras	3,23,950‡	2,88,722§
Orissa	13,359	12,320¶
Punjab	39,364**	36,625
Uttar Pradesh	2,33,837††	2,42,083‡‡
West Bengal	6,65,008	6,78,701
Andaman and Nicobar Islands	2,000	2,019
Total	24,33,988	23,60,201

* 1,372 factories did not submit returns.

† 926 factories did not submit returns.

‡ 818 factories did not submit returns.

§ 396 factories did not submit returns.

|| 28 factories did not submit returns.

¶ 5 factories did not submit returns.

** 8 factories did not submit returns.

†† 171 factories did not submit returns.

‡‡ 51 factories did not submit returns.

It will be seen from the table that among Part A States while Assam, Bihar, Madras, Orissa and Punjab showed increases in employment, Madhya Pradesh, Uttar Pradesh and West Bengal showed reductions in employment. Delhi showed a higher level of employment while Ajmer recorded a drop. Bombay showed a considerable increase mainly due to the merger of certain princely States, such as Baroda and Kolhapur, which accounted for an average daily employment of about 39,000 workers. The increase in employment in Madras was mostly due to the increase in the number of factories governed by the Factories Act. Partial unemployment in the jute mill industry was responsible for the lower level of employment in West Bengal, while closures, retrenchment and play-offs in the cotton mill and other industries had affected to some extent the employment situation in Uttar Pradesh and Madhya Pradesh.

Factories are classified according to ownership as Government and Local Fund factories and private factories. The Government and Local Fund group consists mainly of railway workshops, ordnance factories, dockyards, certain general and electrical engineering establishments, telegraph workshops, printing presses, water pumping stations, etc. This group of factories employed 2,87,755 workers or 11.8 per cent. of the total employment in 1949. Employment in Government and Local Fund factories declined considerably during the post-war years of 1946 and 1947. The decline was followed in 1948 by a slight recovery of about 5.1 per cent. During 1949 there was a further increase of about 2.9 per cent. Table III shows the average daily number of workers employed in 1949 and 1948 in the main industry groups among the Government and Local Fund factories. These groups account for about 93 per cent. of the total employment in this class of factories.

TABLE III

Employment in Government and Local Fund Factories

Industry	Average daily number of workers employed	
	1949	1948
Clothing	3,920	2,819
Dockyards	9,214	9,699
Electrical Engineering	4,582	3,503
Electricity Generating and Transforming Stations . .	4,786	3,772
General Engineering	26,615	23,061
Mints	3,481	4,292
Ordnance Factories	84,300	74,239
Printing Presses	15,574	17,180
Railway Workshops	106,508	116,902
Telegraphs	5,079	4,373
Water Pumping Stations	3,083	2,840

Railway workshops, which employed the largest number of workers among the Government and Local Fund factories, showed a drop of 8.9 per cent. in employment during the year under review as compared to the previous year, even though there was an increase in employment in Government owned railway workshops in West Bengal due to the transfer of the B. N. Railway workshops to Government management. The drop was due to the fact that loco running sheds which were previously considered as "factories" under the old Factories Act, were excluded from the purview of the new Act. Ordnance factories, which employed the next largest number of workers, showed an increase of 13.6 per cent. in employment during 1949 for the first time since the end of the war. The increase was mainly in Bombay and West Bengal.

Employment in private factories which recorded an increase of 3.6 per cent. in 1948 showed a further increase of 3.2 per cent. during 1949. The distribution of employment in private factories by major industry groups in 1949 and 1948 is shown in Table IV.

TABLE IV
Employment in Private Factories

Industry	Average daily number of workers employed	
	1949	1948
Textiles	1,045,140	1,031,044
Engineering	213,243	210,837
Minerals and Metals	108,505	101,013
Food, Drink and Tobacco	344,828	316,039
Chemicals, Dyes, etc.	119,851	112,700
Paper and Printing	68,461	62,903
Wood, Stone and Glass	102,000	95,570
Gins and Presses	73,957	78,949
Skins and Hides	28,703	26,848
Miscellaneous	41,545	33,724

It will be seen that the employment levels in most of the industry groups have increased during 1949 as compared to 1948. As has already been stated the increases were mainly due to the registration of new factories and merger of certain princely States. Thus, the apparent increase in employment in the textile group was mainly due to the inclusion of figures relating to the cotton mills in Baroda, Kolhapur, etc., and the newly registered handloom factories in Madras State. On the elimination of these figures, however, it was found that employment in the cotton mills and jute mills actually recorded a considerable fall during 1949. The drop in the employment in engineering was mainly due to the transfer of B.N. Railway workshops to the Government and Local Fund group in 1948.

The largest increase in employment was noticed in the Food, Drink and Tobacco group where the number of workers increased by about 29,000 or 9·1 per cent. as compared to 1948. Of this, tobacco contributed to an additional employment of about 12,000 workers while miscellaneous factories accounted for an increase of 9,000 in the number of workers employed. Minerals and Metals showed an increase of about 7·4 per cent. in employment owing, mainly to the registration of a number of mica factories under the new Act. An increase of about 6,000 workers in printing presses raised the level of employment in the Paper and Printing group by 8·8 per cent. Chemicals and oil mills were mainly responsible for the increase in employment recorded in Chemicals, Dyes, etc. Small increases in employment were also observed in tanneries, carpentry and cabinet making and cement, lime and potteries. Employment in Gins and Presses has been continuously on the decrease since 1947. The number of workers employed in this group of factories dropped from 82,791 in 1947 to 78,919 in 1948 and 73,957 in 1949. Rope works, rubber factories and other miscellaneous industries recorded an overall increase of 16·3 per cent. in employment during 1949 compared to the previous year.

EMPLOYMENT BY AGE AND SEX

Table V gives the age-sex classification of the average daily number of workers employed during 1949. Adult men formed 87·4 per cent. and adult women 11·1 per cent. of the total employment during 1949 as compared to 87·3 per cent. and 11·2 per cent. respectively during 1948. Adolescents and children formed 1·1 per cent. and 0·4 per cent. during 1949 as against 1·0 and 0·5 per cent. respectively during the previous year. The effects of the enforcement of the new Factories Act which raised the minimum age of employable children from 12 to 14 could be found in the reduction in the number of children employed from 11,444 in 1948 to 9,014 in 1949. The raising of the upper age limit in the definition of adolescents from 17 to 18 resulted in an increase in the number of adolescents from 23,365 in 1948 to 27,859 in 1949.

TABLE V
Classification of Workers According to Age and Sex

1	Average daily number of workers						Total 8
	Adults		Adolescents		Children		
	Men 2	Women 3	Males 4	Females 5	Boys 6	Girls 7	
Ajmer . . .	13,887	1,377	108	—	8	—	15,380
Assam . . .	46,058	12,492	1,861	277	399	42	61,132
Bihar . . .	138,889	12,176	2,302	831	959	177	155,334
Bombay . . .	692,109	87,135	7,816	1,107	1,054	212	789,463
Coorg . . .	65	17	—	—	—	—	82
Delhi . . .	37,951	548	169	—	138	—	38,806
Madhya Pradesh . . .	73,891	19,730	1,755	652	245	—	96,273
Madras . . .	217,074	68,369	3,084	1,169	2,879	1,375	323,950
Orissa . . .	9,479	3,219	449	175	31	6	13,359
Punjab . . .	36,954	1,800	236	8	361	5	39,364
Uttar Pradesh . . .	230,298	2,394	775	11	359	—	233,837
West Bengal . . .	597,568	61,667	4,488	556	711	18	665,008
Andaman & Nicobar Islands.	1,968	—	27	—	5	—	2,000
Total . . .	2,126,191	270,924	23,073	4,786	7,149	1,865	2,433,988

LABOUR CONDITIONS IN THE WOOLLEN TEXTILE INDUSTRY IN INDIA

During 1944-45, the Labour Investigation Committee conducted an enquiry into labour conditions in the woollen industry in India and a report on the results of the enquiry was published in 1946.* With a view to bringing the data up-to-date, the Labour Bureau issued late in 1948, a questionnaire to various units in the industry and an article based on information received from 10 mills was published in the June, 1949, issue of the *Indian Labour Gazette*. A second questionnaire was issued in September, 1950, to 45 units and replies were received from 19 woollen mills, located as follows : Bihar—1 (Bhagalpur); Bombay—5 (one at Ambernath and four in the Bombay Island); Punjab—8 (one at Dhariwal and seven at Amritsar); U.P.—3 (one at Allahabad and two at Kanpur); West Bengal—1 (Calcutta); and Mysore—1 (Bangalore).

Employment.—Statistics of the number of woollen mills and the number of persons employed in them in the various States are available in the annual reports on the working of the Factories Act. These statistics for the years 1939, 1945, 1947, 1948, and 1949 are given below :

TABLE I

Number of Factories and Employment in the Woollen Textile Industry†

State	1939		1945		1947		1948		1949	
	No. of fac- to- ries	Average daily number of workers em- ployed	No. of fac- to- ries	Average daily number of workers em- ployed	No. of fac- to- ries	Average daily number of workers em- ployed	No. of fac- to- ries	Average daily number of workers em- ployed	No. of fac- to- ries	Average daily number of workers em- ployed
Bengal . . .	1	161	1	182	—	—	1	220	1	275
Bihar . . .	1	413	1	706	1	513	1	537	1	602
Bombay . . .	4	1,784	5	5,438	5	5,831	5	5,531	6	5,557
Madras . . .	1	52	1	56	7	354	6	404	6	285
Punjab . . .	6	2,661	23	4,649	21	3,853	21	3,518	20	3,944
U. P. . . .	3	2,362	5	4,622	4	3,856	4	3,957	4	3,792
Total . . .	16	7,433	36	15,713	38	14,407	38	14,167	38	14,455

Source—Statistics of Factories.

†Figures for 1939 and 1945 are for undivided India.

*Labour Investigation Committee—*Report on an Enquiry into Conditions of Labour in the Woollen Textile Industry in India* by S. R. Deshpande, available from the Manager of Publications, Delhi, 1946, pp. 32, price As 14 or 1s 3d. Symbol DL 91.

The 19 units, which replied to the Labour Bureau questionnaire, employed in July, 1950 about 16,000 workers. The employment position during July, 1949 and July, 1950, in the units furnishing replies is set out in the following table.

TABLE II
Employment in Woollen Mills

State	No. of units furnishing replies	July 1949				July 1950			
		Men	Women	Children	Total	Men	Women	Children	Total
Bihar	1	627	—	—	627	552	—	—	552
Bombay	5	6,768	695	—	7,463	5,660	530	—	6,190
Punjab	8*	3,417	158	1	3,576	3,907	173	2	4,082
U. P.	3	3,908	41	—	3,949	3,527	41	—	3,568
West Bengal . .	1	281	—	—	281	420	—	—	420
Mysore	1	951	147	—	1,098	884	125	—	1,009
Total	19*	15,952	1,041	1	16,994	14,950	869	2	15,821

* One of these factories was established in May 1950. The July 1949 figures are, therefore, for seven out of eight Punjab factories.

The unit in Bihar, which replied to the questionnaire was the factory in the Bhagalpur Central Jail, Bhagalpur. The labour employed in this unit was prison labour, whose working and living conditions naturally differed from the ordinary labour employed in woollen mills.

Permanent and Temporary Workers.—Fifteen out of the 19 units supplied information about the proportion of permanent to temporary workers. These units employed 15,550 persons in July, 1949, and 14,497 persons in July, 1950. Of these persons 11,771 and 11,030 respectively were permanent. The following table gives the percentages of permanent and temporary workers.

TABLE III
Permanent and Temporary Workers

State	No. of units furnishing returns	July 1949		July 1950	
		Percentage of		Percentage of	
		Permanent workers	Temporary workers	Permanent workers	Temporary workers
Bombay	5	72.8	27.2	83.3	16.7
Punjab	5	43.6	56.4	38.2	61.8
U. P.	3	97.0	3.0	97.6	2.4
W. Bengal . . .	1	100.0	—	46.2	53.8
Mysore	1	97.6	2.4	100.0	—
	15	75.7	24.3	76.1	23.9

These figures show that about three-fourths of the workers in the woollen textile industry are permanent.

Piece-rated and Time-rated Workers.—The proportion between piece-rated and time-rated workers was 30 : 70, as can be seen from the following figures :

TABLE IV
Piece-rated and Time-rated Workers

State	July 1949			July 1950		
	Number of units	Percent-age of piece-rated workers	Percent-age of time-rated workers	Number of units	Percent-age of piece-rated workers	Percent-age of time-rated workers
Bombay . . .	5	19.5	80.5	5	18.1	80.9
Punjab . . .	6	34.6	65.4	7	38.1	61.9
U. P. . . .	3	43.8	56.2	3	45.5	54.5
W. Bengal . . .	1	—	100.0	1	—	100.0
Mysore . . .	1	30.4	69.6	1	30.1	69.9
	16	29.0	71.0	17	30.5	69.5

Contract Labour.—Only three units, all from the Punjab, reported that they employed contract labour. In one of these units, weavers were considered as contract labour, *i.e.*, their tenure of employment depended upon the availability of work in the factory. In another unit, the number of workers employed on contract was 85 (all men) in July, 1949, and 92 (85 men and 7 women) in July, 1950. In the third unit, the biggest in the Punjab, 1,506 men in July, 1949, and 44 men in July, 1950 were engaged through contractors for such work as loading and unloading wool, coal, stores, etc., as well as for white-washing, repairs, etc. These workers were being paid at a flat rate of Rs. 1-10-0 per day ; they were not, however, enjoying the same privileges as those enjoyed by labour directly employed. In the other two concerns, contract labour enjoys all the privileges of direct labour.

Apprenticeship and Training.—Though seven units reported that they were training apprentices, the details given by them revealed that there was no regular apprenticeship scheme in existence. New recruits were being trained and after some training were absorbed in employment. In a Punjab unit, a worker was given training on the understanding that when he became a good weaver and began to earn he had to pay a part or the whole of his first month's earnings to the weaver under whose supervision he had had the training. In the Bangalore unit, a limited number of cotton textile and engineering students, recommended by the Government of Mysore for the completion of their practical training for their diploma or degree, were being admitted. They were paid a fixed monthly stipend of Rs. 15.

Absenteeism.—Absenteeism statistics were available from eleven of the concerns and these are given below.

TABLE V

Percentage Absenteeism (January—August, 1950)

Units	No. of workers employed (July 1950)	Absenteeism in 1950							
		January	February	March	April	May	June	July	August
Bombay I . . .	1,330	3.54	1.16	13.81	14.75	4.39	18.53	19.62	17.22
II . . .	2,085	21.68	27.72	26.20	25.47	23.18	19.67	22.46	—
III . . .	2,034	14.76	15.24	16.19	11.22	11.02	12.93	12.88	11.97
IV . . .	297	6.01	7.30	10.81	13.06	15.39	13.33	9.39	6.81
Punjab I . . .	2,497	5.77	4.56	6.28	4.96	8.02	8.04	6.19	7.31
II . . .	54	7.22	15.92	5.39	7.72	14.42	9.79	9.13	8.44
U. P. I . . .	285	—	—	—	—	—	7.46	10.62	10.83
II . . .	3,176	10.54	10.41	14.27	14.14	34.69	22.58	15.08	—
W. Bengal I . . .	420	—	—	—	22.04	26.91	19.18	21.51	16.36

The figures show very wide variations among the various units. Absence from duty may be with or without permission. Absence with permission may be due to sickness or accident, social or religious or emergent causes. Absence without permission is generally due to indifference or negligence on the part of workers to obtain leave in advance or to report back in time after expiry of leave. Absence is due to voluntary abandonment of work too, because of such causes as domestic work, private affairs, etc. It was reported that immediately after pay day workers absented themselves. Absence without leave is considered as an offence under the Standing Orders and usually warning is given for such absence.

Recruitment.—Recruitment is mostly direct and is effected on the recommendations of the various Departments, and the work is entrusted to an Employment or Labour Officer or to the Manager. Four units seek the assistance of Employment Exchanges, particularly for the employment of skilled labour.

Works Committees.—Works Committees were functioning in ten concerns (3 in Bombay, 4 in Punjab, 2 in U. P. and one in West Bengal). The committees in the units in Bombay had been set up under the Bombay Industrial Relations

Act. Though most of the units reported that the committees were functioning successfully, a few admitted failure. Attempts in the Bangalore unit to constitute a works committee failed "because of the non-co-operation of the Executive Committee of the Labour Association". The management, therefore, reverted during the latter part of 1948 to the monthly departmental meetings whereby a dozen workers from each department met the Departmental Officer and the Labour Officer and discussed ways and means to improve the efficiency and conditions in the departments.

Leave and Holidays.—In matters of leave and holidays, most of the factories adhere to the provisions of the Factories Act. A few factories, however, grant additional facilities.

Labour Officers.—Only seven units reported that they had employed Labour Officers. The Labour Officer acts as a liaison officer in all matters relating to labour welfare between workers and management and is expected to look into the grievances of the workers. In some mills his duties also include recruitment, implementation of labour laws, supervision of the *Badli* control system, checking of absenteeism, prevention of bribery and corruption, safety measures, etc.

Wages and Earnings.—According to the Labour Investigation Committee's Report, the basic minimum wages of an unskilled worker in the different centres of the textile industry varied at the time of the enquiry (1944-45) from 7 as. per day to 10 as. per day; the rates of dearness allowance also varied from centre to centre and amounted to Rs. 10 p.m. in Kashmir and Rs. 30 p.m. in Bombay. Rates of basic wages and dearness allowance have registered since 1944 appreciable increases in many centres, though they still show wide variations as between centre and centre and even between various units in the same centre. Monthly minimum basic wages varied from Rs. 24 to Rs. 34-2-0 in Bombay and Rs. 19 to Rs. 30 in U. P. In Bangalore, the minimum wage rate per day was Re. 0-14-9 for men and Re. 0-11-6 for women. In the Punjab, the largest unit in the industry paid a daily minimum wage of Re. 1, while the West Bengal unit had a minimum basic wage of Rs. 1-2-6 per day.

Dearness Allowance.—Six of the eight Punjab units were not paying any separate dearness allowance but were paying a consolidated wage. The units in the Bombay city paid dearness allowance according to the Bombay Mill-owners' Association scale, while the unit in Baroda paid at a rate of 90 per cent. of the Ahmedabad cotton textile scale of dearness allowance. Woollen mills in Kanpur pay dearness allowance (on a scale linked to the cost of living index number) at the same rate as the one obtaining in the cotton mills in Kanpur. This rate is as follows:

Cost of living index number	100-125	126-200	201-300	301-400	401-500	501-600	601-700
Rate of allowance (in annas per point of rise per month)	Nil	3.0	2.8	2.7	2.5	2.3	2.0

The statement below gives details regarding the basic minimum wages and dearness allowance paid in some units in the different centres of the woollen mill industry.

TABLE VI

Basic Minimum Wages and Dearness Allowance (August, 1950)

State	Unit	Minimum basic wage (for the least skilled worker)	Dearness allowance
		Rs. a. p.	Rs. a. p.
Bombay	I (Baroda)	24 0 0 per month	66 7 3 per month.
	II (Ambernath)	1 1 3 per day	57 2 0 per month.
	III (Bombay City)	28 0 6 per month	57 3 0 per month.
	IV (Bombay City)	1 4 0 per day	55 1 0 per month.
Punjab	I (Amritsar)	50 0 0 per month	Consolidated wage.
	II (Amritsar)	0 15 0 per day	0 7 6 per day.
	III (Dhariwal)	1 0 0 per day	34 0 0 per month.
	IV (Amritsar)	2 0 0 per day	Consolidated wage.
	V (Amritsar)	75 0 0 per month	Consolidated wage.
	VI (Amritsar)	60 0 0 per month	Consolidated wage.
	VII (Amritsar)	60 0 0 per month	Consolidated wage.
	VIII (Amritsar)	52 0 0 per month	Consolidated wage.
U. P.	I (Kanpur)	30 0 0 per month	54 8 6 per month.
	II (Kanpur)	30 0 0 per month 1 2 6 per day	} 2 1 6 per day.
	III (Allahabad)	19 0 0 per month	
W. Bengal	I (Calcutta)	1 12 0 per day including dearness allowance.	
Mysore	I (Bangalore)	0 14 9 per day	32 15 6 (for June 1950).

Bonus.—Woollen mills in the Bombay State generally paid profit bonus based on awards of Industrial Tribunals. In the City of Bombay, the rate of this bonus during 1949-50 varied between 1/6th and 1/8th of the basic earnings during the year. In the Punjab, six out of the eight concerns did not pay any bonus. The rates of bonus paid in the remaining two concerns were one month's and two months' wages. None of the three U. P. concerns paid any bonus. In the Bangalore concern, profit bonus was paid half-yearly on the earnings (exclusive of dearness allowance) of each individual worker during the half-year; in 1949 and in the first half of 1950, bonus was declared at the rate of 20 per cent. of the earnings.

Production allowance was paid by 5 units (one each at Allahabad, Amritsar, Bangalore, Baroda and Kanpur).

A Perfect Attendance Prize of Rs. 2-14-6 was paid by the Bangalore unit at the end of each half year to each permanent worker, who had not been absent from work (privilege leave excluded) during the half year. A worker winning three consecutive prizes would receive an extra prize of Rs. 4 and a certificate.

Working Conditions.—Most of the woollen mills worked two shifts, generally of 8 hours each. The rest interval was usually of one hour. The changeover of shifts was either weekly or fortnightly, though in a few cases it was monthly. Four concerns were paying extra allowance to night-shift workers, the usual rate being one anna per night.

Welfare Work.—In the woollen textile industry generally, while some of the larger units have undertaken organised welfare activities, the smaller ones have been content with providing the minimum requirements under the Factories Act. The Bangalore Mills maintain a fully equipped dispensary and a hospital for the benefit of workers. A Child Welfare and Maternity Centre, having 4 beds, is also provided in the workers' colony of the Mills. The Dhariwal concern maintains a well-equipped dispensary under the charge of a qualified medical practitioner and treatment is free to the workers and their families. The management of this concern also contributes financial aid to the Salvation Army Hospital nearby. One of the units in Bombay City maintains a dispensary under the charge of a full-time qualified doctor and a part-time lady doctor. Both the Kanpur units have well-equipped dispensaries.

Only the larger units of the industry maintain creches. The large unit and a few of the small ones maintain canteens, supplying tea and light refreshments, and in some cases cooked meals, to their employees.

Facilities for the education of the workers and their children are also provided by the larger mills. The Dhariwal unit maintains a High School for boys and girls and one of the largest units of Bombay employs a full-time teacher, who runs a primary school for the children in the morning and conducts literary classes for adults in the evening. One of the Kanpur concerns has made provision, in its workers' colony, for primary schools for boys and girls besides a night school for adults. The strength of the primary schools is 180 boys and 200 girls.

Recreational facilities are available to workers employed in large concerns. These facilities consist of reading rooms and libraries, indoor and outdoor games, cinema shows, lectures, etc.

Housing.—The extent and the standard of housing provided by employers in the woollen textile industry vary considerably. Some large concerns like the Bangalore unit and one of the Kanpur units have well-planned housing colonies wherein their workers reside; some others have made provision for housing their watch and ward staff only; while some others have not made any provision at all. Fourteen units reported that they had provided housing facilities. Of these, four units (2 each in Punjab and U. P.) had provided these facilities only

to their watch and ward staff. Some details of housing provided by the remaining ten units are given below :

TABLE VII
Housing Provided to Workers

Units	Proportion of workers housed	Rentals (per month)	Remarks
Bombay ..	I 18%	Rs. a. p. Nil	—
	II 45% to 53%	2 0 0 to 4 8 0	—
Punjab ..	III 6%	3 0 0	Single room with a kitchen.
	I 60% to 70%	0 8 0	Single room with courtyard.
	II 33%	Nil	Different types (one-roomed to six-roomed quarters).
	III 33%	Nil	—
	VI 10%	Nil	Each tenement with 2 rooms and a verandah.
U. P. ..	V 50%	2 0 0	Pucca built quarters with verandahs.
	I 40%	Nil	A workers' colony with single and double room quarters, special type quarters and bungalows.
Mysore ..	I 16%	5 8 0	Ordinary type.
		7 0 0	Garden type.
		8 8 0	Large type.
		8 0 0	Corner type.

Provident Fund and Gratuity.—A system of provident fund was reported to be in existence in three mills, one each at Bangalore, Dhariwal and Kanpur. In the Bangalore unit, the Fund is open only to permanent employees. Members contribute $7\frac{1}{2}$ per cent. of their basic earnings and the Company contributes an equal amount. A member is not entitled to claim the Company's contributions till after 5 years of continuous and approved service, except in cases of death and ill-health. There are nearly 6,000 members, including employees from sister-concerns under the same management. In the Dhariwal and Kanpur units, employees drawing a monthly basic wage of Rs. 100 or over are eligible to become members of the provident fund.

Gratuities are in vogue only in two mills ; in one of these mills gratuity is paid according to a graduated scale based on remuneration to workers who have completed service for 20 years or more.

Foodgrains and other Concessions.—A few mills supplied to their workers food grains at rates cheaper than the market rates. An Amritsar concern provided cloth, the approximate value of which came to Rs. 5 per month per worker. Another Amritsar unit allowed a cash payment of Rs. 5 per month to every married worker and Rs. 2-8-0 to every single person as food grains concession. The Dhariwal unit paid a special allowance at the rates given below.

Monthly basic wages	Special allowance (per month)
Under Rs. 50/-	Rs. 9.
Rs. 51/- to Rs. 100/-	Rs. 12—8—0
Rs. 101/- to Rs. 150/-	Rs. 14—8—0

Production.—Fifteen units gave details about increase or decrease in production since 1944. Of these, seven stated that there was a decline in production, six an increase, while in the remaining two there was no change. Causes given for the decline in production were : indifferent attitude of labour, difficulties in getting raw materials, effects of labour legislation, reduction in working hours and breakdown in power house. Increase in production was attributed to the working of more shifts, more looms and change from war production to production for civilian consumption.

Trade Unions.—Workers in a number of woollen mills had formed their own unions. Some details in regard to this matter are given below :

TABLE VIII

Trade Unions in the Woollen Industry

Name of the union	Member-ship	Remarks
1. Dinesh Woollen Mills Kamdar Union, Baroda	N.A.	Representative.
2. Ahmed Abdul Karim Kamgar Union, Ambernath.	1,000	Registered.
3. The N.E.W. Mills Workers' Union, Dhariwal	1,481	} Both are registered and recognised.
4. The Dhariwal Mills Mazdoor Union, Dhariwal	1,497	
5. The Allahabad Woollen Mills Karamchari Sangh, Allahabad.	N.A.	Registered and recognised.
6. Bharat Udyogik Union, Calcutta	450	Registered and recognised.

N.A.—Not available.

There are a number of other trade unions, which have not confined their activities to individual mills. Among these the following may be mentioned : Mumbai Woollen Mills Kamgar Union, Bombay ; Binny Mills Labour Association, Bangalore ; Mill Majoor Sabha, Baroda and the Suti Mill Mazdoor Union, Kanpur.

REPORTS AND ENQUIRIES

LABOUR CONDITIONS IN U. P. DURING 1950

REVIEW OF ACTIVITIES OF THE U. P. LABOUR DEPARTMENT

The Government of Uttar Pradesh have recently published a review of the activities of their Labour Department for the year 1950.* A summary of this review is given below.

Industrial Relations.—The following summary table gives a comparative statement of the number of cases referred to and decided by the various constituents of the Industrial Relations machinery during 1949 and 1950:

Year	Works Committees		Regional Conciliation Boards		Conciliation (Non-Statutory)		Adjudication		State Conciliation Boards		Industrial Courts
	Cases referred	Cases decided	Cases referred	Cases decided	Cases referred	Cases decided	Cases referred	Cases decided	Cases referred	Cases decided	Cases decided
1949	6842	5637	530	415	491	490	98	82	19	16	199
1950	4288	3089	1028	897	719	707	82	82	19	17	256

In order to determine the representative character of the three workers' Federations in the sugar industry, viz. the Indian National Sugar Workers' Federation, the U. P. and Bihar Chini Mill Workers' Federation and the Hind Mazdoor Sabha, workers in all the sugar factories in U. P. eligible to vote were asked to do so. The Socialists (The Hind Mazdoor Sabha) joined hands with the U. P. and Bihar Chini Mill Workers' Federation and a large majority of workers voted in favour of this federation. At the time of nomination for the membership of Works Committees, the two combining organisations, however, developed some differences and could not agree to a single list of nominees. The Government in order to avoid any stalemate resulting therefrom, dissolved all the Works Committees functioning in the State for an indefinite period.

Labour Situation.—During 1950, the labour situation in Uttar Pradesh was normal. Every attempt was made to keep down retrenchment to the minimum and to reduce the incidence of strikes and lockouts. There was no major trouble in the State, though a large number of closures and play-offs were evidenced due to shortage of raw material, accumulation of stocks on account of transport

* Department of Labour, Uttar Pradesh—*Annual Review of Activities, 1950* (2 Vols.). The State Government have also published a brochure under the title, "*In the Cause of Labour, 1950*" which reviews the activities of their Labour Department during the year.

bottle-necks, financial difficulties etc., resulting in the loss of about 18.76 lakhs of man-days. About 2.29 lakhs of man-days were lost on account of strikes and lockouts due to industrial disputes. Production was adversely affected by these heavy losses.

Employment.—All these difficulties combined to make retrenchment inevitable. A Pool Scheme and a Decasualisation scheme on the lines of the Bombay Textile Employment Decasualisation Scheme were evolved for finding jobs for those who had been thrown out of employment. The schemes worked satisfactorily. The Kanpur Labour Tripartite Conference decided that with the coming into force of the Pool Scheme in April, 1950, no recruitment from outside should be made by the textile mills in Kanpur.

The working of the Employment Exchanges was also fairly successful. Out of a total of 290,584 persons registered at various centres during the period from January to November, 1950 about 1,28,604 persons were placed in employment. In March, 1950, facilities afforded under the training schemes which were confined to ex-servicemen and displaced persons only, were extended to adult civilians.

Labour Legislation.—The U. P. Industrial Disputes Act, 1947, was amended in regard to the control of trade or business of a public utility service or a subsidiary undertaking. A Bill entitled the U. P. Sugar and Power Alcohol Industries, Labour Welfare and Development Bill was introduced by the Government which aims at the setting up a Housing Board, a welfare fund and arrangements for imparting technical education to workers and devising ways and means for utilising the by-products of the sugar and power alcohol industries.

Working of Labour Acts.—The total number of factories registered under the Factories Act, 1948, stood at 1,656 on December 31, 1950 as against 1,502 in 1949. During the year 1950, about 4,538 inspections were made by the inspecting staff under various Labour Acts in force in the State and in as many as 600 cases, prosecutions were launched. As compared to the last year's figure of 6,782, the number of accidents during the year under review was 7,113, of which 34 were fatal and 287 serious.

Welfare and Housing.—In addition to 33 Labour welfare centres already functioning in industrial centres of Uttar Pradesh, two seasonal centres for the benefit of workers employed in the Sugar Industry were started during the year 1949-50. Six Ayurvedic and Unani dispensaries were also opened, thereby bringing the total number of dispensaries at different labour welfare centres to 29. Women's and children's welfare sections attached to the Labour Welfare Centres provide facilities for medical assistance and advice to expectant mothers, pre-natal and post-natal care and supply of free milk to under-nourished children. Besides, sewing and industrial classes are also run for women. Recreational facilities provided at the welfare centres include out-door and in-door games, dramatic parties, free cinema shows, reading rooms, libraries and radio programmes. Adult literacy classes are also held at some centres.

A fund for building houses for workers employed in the sugar industry, from the proceeds of molasses, has been created by the U. P. Government. Schemes for the construction of *pucca* and mud-houses are under consideration. Paucity of funds, however, has been proving a great hindrance in giving these plans a practical shape.

Trade Unions.—The year 1948-49 witnessed a large increase in the number of trade unions and their membership; the total number of unions stood at 553 on December 31, 1950. The Trade Union Inspector appointed by the Government to assist trade unions to work on proper lines, made 170 inspections during 1950, enquiring into complaints and disputes.

Wages and Earnings.—Since 1939, there has been a steady rise in the average wages of the workers in all the industries. The U. P. Labour Enquiry Committee which dealt with the problem of minimum wages submitted its report in 1948. The years 1948, 1949 witnessed a considerable increase in wages and the nominal wage index in 1949 stood at about 500, as compared to the prewar wage level, the real wage index being 104.4. During 1950, there was no appreciable rise in wage rates. However, the minimum consolidated wage for the least skilled workers in all the sugar factories of U. P. was raised from Rs. 48 to Rs. 55 per month for the season 1949-50. Moreover, profits bonuses ranging from two to four annas per rupee of basic wages were granted to the workers in various industries, for the year 1950.

Sugar Industry.—The Sugar Industry being the premier industry of Uttar Pradesh, the Government have to pay special attention to the welfare of the workers employed in sugar factories of the State. During the year under review, besides raising the monthly minimum consolidated wage to Rs. 55 per month, the employers were asked to give preference to the workers who had worked during the last season, for employment during the new season. The employers were also prohibited from dismissing or discharging a worker from service without the permission of the Regional Conciliation Officer of the area concerned. All sugar factories showing net profits were ordered to pay bonus for the year 1948-49 at the rate of 20 per cent. of the net profits. Factories crushing over 13 lakh maunds of cane were to pay bonus at a higher rate.

Socio-Economic Enquiries.—The Statistical Branch attached to the Labour Department of U. P. conducted in 1950 family budget enquiries in the towns of Jhansi, Allahabad, Modinagar and Agra, covering various aspects of the social and economic life of industrial workers. Enquiries for fixation of minimum wages under the Minimum Wages Act, 1948, in the scheduled employments were conducted by the Government and the rates of wages have been notified in the *U. P. Gazette* for comments of parties interested therein, before making the rates final.

General.—Tripartite bodies constituted by the Uttar Pradesh Government for promoting mutual understanding and industrial peace discussed various problems regarding the re-organisation of existing machinery for the settlement of disputes, standardisation of holidays, etc. During the year, the Uttar Pradesh Labour Enquiry Committee submitted its report on the re-organisation of the existing Labour Department so as to bring within its jurisdiction all matters relating to industrial labour. A standardisation committee was appointed in 1950, to go into the question of wage structure, work-load and the financial implication involved therefrom, for the sugar industry.

LABOUR ADMINISTRATION IN TRAVANCORE-COCHIN

REPORT FOR THE PERIOD 16TH AUGUST 1949 TO 31ST MARCH 1950*

Labour Legislation.—The Travancore-Cochin Industrial Disputes Ordinance, 1950 was promulgated by His Highness the Raj Pramukh on 11th February 1950. The ordinance is on the lines of the Indian Industrial Disputes Act, 1947. During the period under report the United State of Travancore-Cochin Shops and Establishments Bill was passed into law. Including these two measures, the Labour Department was responsible for the administration of 19 Labour Laws. The Travancore-Cochin Industrial Disputes Bill was published in the *Government Gazette*, dated 7th March 1950. This Bill though drafted on the lines of the Indian Industrial Disputes Act, 1947 contains certain important changes. One important change is that in the definition of the term "Industry" the employment of workmen in the cultivation or production of tea, coffee or rubber has been included. Another important change is that any money due from an employer under any settlement, award or order which is binding on him may be recovered by Government as arrears of revenue under the Revenue Recovery Act. The Travancore Factories Rules, 1125 (M.E.) framed on the lines of the Indian Factories Rules have been finally adopted.

Factories.—At the beginning of the period under review there were 764 registered factories while there were 791 at the end. On an average 88,680 workers were employed daily in these factories. Of the 791 factories, 161 were coir factories, 136 cashew factories and 118 tea factories.

Accidents.—During the period, 521 accidents were reported. Of these, 3 were fatal, 20 were serious and 498 were of a minor character. Four of these accidents caused permanent disability, while 514 caused temporary disability.

Plans of New Factories and Extension of Factories.—Plans of buildings, lay-outs, etc., received by the Chief Inspector of Factories under the Factories Act were carefully scrutinised before they were approved. During the period, 66 plans of factories, buildings, lay-outs, etc., were received. Of these 54 plans were approved.

Trade Unions.—The total number of trade unions registered up to the beginning of the period under review was 417. During the period, 29 new trade unions were registered and certificates of registration in respect of two trade unions were withdrawn. Thus at the end of the period there were 444 registered trade unions in the State. Of these 444 unions, 83 were of agricultural workers, 35 of textile workers, 34 of *bidi* workers and 30 of workers in the coir industry.

Works Committees.—At the commencement of the period under report, works committees were functioning in 92 establishments, including plantations. During the period, works committees were constituted in 67 industrial establishments, thus bringing the total number of industrial establishments having works committees to 159. Steps have been taken by the Assistant Labour Commissioners to constitute works committees in all the industrial establishments employing 50 or more workers.

* Summary of the Report for the year 1124 M.E. (roughly 1948-49 A.D.) has been published on pp. 584-587 of the March 1951 issue of the *Indian Labour Gazette*.

Industrial Relations-Committees.—These Committees are voluntary joint negotiating bodies functioning on industrywise basis. There were 15 such bodies at the beginning of the period. During the period, 2 new committees were constituted.

Settlement of Disputes.—A number of disputes arose mainly relating to non-payment of bonus, arrears of wages and allowances, discharge of labour and demands for increased wages and allowances. Out of the 43,596 man-days lost, the coir industry alone was responsible for the loss of 27,967 man-days.

Wage Rates.—The rates of wages paid to workers in factories varied from factory to factory and from industry to industry. Even in the case of factories in the same locality there was no uniformity in rates.

Payment of Bonus.—The rates of bonus paid to workers in factories varied from 3 per cent. to 25 per cent. of the total annual earnings. Information regarding the payment of bonus during the period has been received from 409 industrial establishments including plantations and it shows that Rs. 1,329,422 had been paid as bonus to workers in these establishments.

Standing Orders.—At the commencement of the period, there were 109 draft standing orders pending certification. During the period, 356 draft standing orders were received for certification. Of the total of 465 orders, 7 were certified.

Maternity Benefits.—During the period 516 cases of maternity benefits involving a claim of an aggregate amount of Rs. 16,933 were reported. Of these 84 cases were settled and an amount of Rs. 2,118 was paid.

Workmen's Compensation.—At the commencement of the period, 21 cases of fatal accidents were pending disposal. During the period, 14 cases of such accidents were reported. Liability to pay compensation was disclaimed by the employers in 8 cases. Of the remaining 28 cases of accidents, claims in respect of 23 cases were decided and an amount of Rs. 22,851 was disbursed to the dependents of the deceased workmen.

Labour Welfare.—With the coming into force of the new Factories Act, the establishment of canteens in factories wherein 250 or more workers are employed became obligatory on the part of employers. At the commencement of the period under report, there were 89 canteens in the State, twenty-three canteens were newly opened during the period, thus bringing the total number of industrial canteens in the State to 112. In almost all the cashew factories wherein the majority of workers were women, creches had been provided.

Smaller Type Co-operative Stores.—There were Co-operative stores in 9 factories. Foodgrains and other articles of daily use were being supplied to workers by these stores at moderate rates.

The Report states that Provident Fund schemes have not made much headway and that there was a Provident Fund only in fifteen industrial establishments.

LABOUR LAWS AND DECISIONS

LAWS

RULES UNDER THE FACTORIES ACT, 1948

(1) *Welfare Officers (Recruitment and Conditions of Service) Rules, 1951.*—In exercise of the powers conferred by the Factories Act, 1948, the Governments of Coorg, Orissa and Saurashtra have published in their official *Gazettes** the drafts of the above-mentioned rules for eliciting public opinion.

(2) *The Kutch Factories Rules, 1949.*—The Chief Commissioner of Cutch, in exercise of the powers conferred by the Factories Act, 1948 has published the draft of the above-mentioned rules—in the *Kutch Government Gazette (Extraordinary)*, dated the 4th April, 1951 for eliciting public opinion. It is notified that the draft will be taken into consideration on or after three months from the date of the publication of the draft along with any objections or suggestions received by that date.

(3) *The West Bengal Factories (Exemption) Rules, 1951.*—The Governor of West Bengal in exercise of the powers conferred by Section 64 of the Factories Act, 1948 has framed the above noted rules, which have been published in the *Calcutta Gazette (Extraordinary)*, dated 10th May, 1951.

(4) *The Bilaspur Factories Rules, 1951.*—The draft of the above rules which the Chief Commissioner of Bilaspur, in exercise of powers conferred by the Factories Act, 1948, proposes to make, has been published in the *Gazette of India*, dated April 28, 1951, for eliciting public opinion.

RULES UNDER THE EMPLOYEES' STATE INSURANCE ACT, 1948

(1) *Himachal Pradesh Employees' Insurance Courts Rules, 1949.*—The draft of the above-mentioned rules, which the Chief Commissioner, Himachal Pradesh, in exercise of the powers conferred by clauses (a), (b) and (c) of sub-section 1 of section 96 of Employees' State Insurance Act, 1948, proposes to make, has been published in the *Gazette of India*, dated May 26, 1951 for eliciting public opinion. It is notified that the draft will be taken into consideration on or after 15th September, 1951 along with any objections or suggestions which may be received by that date.

(2) *Bhopal Employees' Insurance Court Rules.*—In exercise of the similar powers, the Chief Commissioner, Bhopal has framed the Bhopal Employees' Insurance Court Rules, 1951, the draft of which has been published in the *Gazette of Bhopal*, dated May 19, 1951 for eliciting public opinion.

It is notified that the draft will be taken into consideration on or after 1st July, 1951 along with any objections or suggestions which may be received by that date.

* 1. *The Coorg Gazette*, dated 1st May, 1951.

2. *The Orissa Gazette*, dated May 18, 1951.

3. *Saurashtra Government Gazette*, dated May 4, 1951.

(3) *The Vindhya Pradesh Employees' Insurance Courts Rules, 1950* have been published in the *Gazette of India*, dated May 26, 1951.

(4) *The Bhopal Employees' State Insurance (Medical) Benefit Rules, 1951*.—In exercise of the powers conferred by clauses (i) to (h) of sub-section 1 of section 96 of the Employees' State Insurance Act, 1948, the Chief Commissioner, Bhopal has framed the above-mentioned rules, the draft of which has been published in the *Supplementary Gazette of Bhopal*, dated the 12th May, 1951 for eliciting public opinion. It is notified that the draft will be taken into consideration on or after July 1, 1951, along with any objections or suggestions which may be received by that date.

THE UNITED KHASI-JAINTIA HILLS DISTRICT (WORKMEN'S COMPENSATION) REGULATION, 1951 AND THE UNITED KHASI-JAINTIA HILLS DISTRICT (INDUSTRIAL DISPUTES) REGULATION, 1951

The Governor of Assam, in exercise of the powers conferred by clause (b) sub-paragraph (1) of paragraph 19 of the sixth schedule to the Constitution of India, has framed the above-mentioned regulations which have also been assented by the President of India. These regulations have been published in the *Assam Gazette*, dated May 16, 1951.

THE HYDERABAD SHOPS AND ESTABLISHMENTS RULES, 1951

The draft of the above mentioned rules which the Government of Hyderabad propose to make, in exercise of the powers conferred by sub-section (1) of section 47 of the Hyderabad Shops and Establishments Act, 1951, has been published in the *Hyderabad Gazette (Ordinary)*, dated 3rd May, 1951 for eliciting public opinion. It has been notified that the draft will be taken into consideration on or after 8th June, 1951 together with any objections or suggestions received by that date.

THE HYDERABAD SILICOSIS RULES, 1951

The draft of the above-mentioned rules which the Government of Hyderabad propose to make under sub-section 1 of Section 32 of the Workmen's Compensation Act, 1923 has been published in the *Hyderabad Gazette (Ordinary)* dated the 17th May, 1951 for eliciting public opinion.

It is notified that any objections or suggestions from the public in respect of the proposed rules will be taken into consideration provided such objection or suggestion reached the Secretary, Labour Department, within three months from the date of the publication of the notification in the *Gazette*.

COAL INDUSTRY DECLARED AS PUBLIC UTILITY SERVICE

The Central Government, in exercise of powers conferred by the proviso to sub-clause (vi) of clause (n) of section 2 of the Industrial Disputes Act, 1947, have in a notification No. S. R. O. 658, dated the 7th May 1951 (published in the *Gazette of India (Extraordinary)*, dated May 8, 1951, declared for a further period of six months the coal industry so far as it is concerned with the production and supply of coal and coke to be a public utility service.

THE MADRAS DOCK WORKERS (REGULATION OF EMPLOYMENT) SCHEME, 1951

The draft of the above-mentioned scheme which the Central Government in exercise of the powers conferred by sub-section (1) of section 4 of the Dock Workers (Regulation of Employment) Act, 1948, propose to make, has been published in the *Gazette of India*, dated May 12, 1951 for eliciting public opinion. It has been notified that the draft scheme will be taken into consideration on or after 20th June 1951 along with any objections or suggestions which may be received by that date.

MINIMUM WAGES ACT, 1948

In exercise of the powers conferred by sub-section (1) of section 3 of the Minimum Wages Act, 1948, the Central Government in a notification No. S.R.O. 581, dated April 25, 1951 (published in the *Gazette of India (Extraordinary)*, dated April 25, 1951) have directed that minimum rates of wages payable in respect of the classes of employees specified in the schedule given below, working under the Central Public Works Department on road construction or in building operations within the State of Delhi shall, from the date of the notification be as specified in the schedule.

SCHEDULE

Contract Labour

Class of employees	All inclusive minimum rate of wages per day
	Rs. as.
1. Beldar or Mazdoor—	
Adult male	1 12
Adult female	1 8
Adolescent	1 4
Child	1 0
2. Bhistie	1 12
3. Breaker	2 0
4. Watchmen or Chowkidars and peons	1 14
5. Other unskilled employees	1 12

DECISIONS

BONUS TO AHMEDABAD COTTON TEXTILE WORKERS

AWARD OF THE INDUSTRIAL COURT, BOMBAY*

The award relates to a demand made by the Textile Labour Association, Ahmedabad in regard to bonus for the year 1949. The Association contended that the profits of the cotton mills at Ahmedabad were not less than those at Bombay where a bonus equivalent to one-sixth of the employees' annual earnings in respect of basic wages had been granted. Out of a total of sixty-five member-mills of the Millowners' Association, Ahmedabad, two had stopped work during the year and the case of ten other mills alleged to have made losses was pending before the Labour Appellate Tribunal. Five mills had resigned their membership of the Association during the pendency of the reference. The Millowners' Association pleaded that the Court should wait for the decision of the Appellate Tribunal in regard to these ten mills and that the case should not be split up as the losses incurred by these ten mills would have to be ultimately deducted from the total profits made by the industry. The workers on the other hand contended that the case should be decided on the basis of profits made by the other mills. Holding the argument put forward by the mills as illogical, the Court did not agree to the proposition that *while losing concerns should be exempted from the payment of bonus, their losses should be deducted from the profits of other concerns in determining the bonus payable by the latter*. The Court accepted the workers' suggestion in the interest of early disposal of the dispute.

Denying liability for the payment of bonus, five mills, which had resigned from the membership of the Association, contended that since they had renounced the advantages of the membership of the Association, the principle of 'collective bargaining' should not be adopted and their case should be considered separately. The Labour Association argued that the payment of bonus so far, has generally been at a uniform rate for the cotton textile industry at Bombay and at Ahmedabad. After careful consideration of the arguments the Court observed that these mills by resigning from the membership of the Association, had tried to evade or minimise the burden of bonus that they would have been required to pay otherwise and laid down the principle that there should be no differentiation in the rate of bonus payable by the mills which have made no losses, whether or not they were members of the Millowners' Association, as such differentiation would have a bad effect both on labour and the employers. It also stated that in deciding bonus for a particular year financial condition of the industry as a whole should be taken into account.

The matters which were mainly contested by the parties were : (1) the annual share of the mills in the total cost of replacement of machinery, (2) the reserves employed in the working capital, and (3) whether for 1949 the actual amount shown as depreciation should be allowed or the amount allowable under the Income Tax Act.

* The award has been published on pp. 1319-33 of the *Bombay Government Gazette*, dated 22nd March, 1951.

Following the lines laid down by the Labour Appellate Tribunal's decision in Appeal No. 1 of 1950, the Court reached the following final calculations in respect of 53 mills (including the five which had resigned the membership of the Millowners' Association) in question.

	Rs. (in crores)
Gross profit for 1949	5.53
Deduct Depreciation	1.73
	<hr/> 3.80
One-sixth of the annual basic wages as bonus	1.30
	<hr/> 2.50
Taxation at 6½ annas in the rupee	1.01
	<hr/> 1.49
Reserves for rehabilitation (Rs. 2.26 crores minus Rs. 1.73 crores)	0.53
	<hr/> 0.96
6 per cent. on paid up capital (Rs. 11.50 crores)	0.69
	<hr/> 0.27
2 per cent. on reserves employed in working capital (Rs. 13.45 crores)	0.26
	<hr/> 0.01
Balance	

These calculations showed a gross profit of Rs. 5.53 crores which after providing for necessary taxation, depreciation, cost of replacement of machinery and also six per cent. on the paid up capital of Rs. 11.50 crores, would leave enough to pay bonus to workers equivalent to one-sixth of their annual basic wages. The Court awarded bonus accordingly and ordered that the payment should be made by the 15th May, 1951.

LABOUR INTELLIGENCE

INDIAN

INDUSTRIAL DISPUTES IN INDIA DURING APRIL, 1951

According to provisional statistics of industrial disputes relating to April 1951,* the number of industrial disputes resulting in work-stoppages increased from 77 in March, 1951 to 116 in April, 1951. The number of workers involved also increased from 46,865 to 78,742. The time-loss, however, declined from 3,17,366 man-days in March to 2,56,832 man-days in April. As many as 100 of the disputes involving 62,809 workers were fresh disputes starting during the month.

The above figures include strikes as well as lockouts. Disputes in which lockouts were declared at one stage or another numbered 6 during the month. These affected 10,808 workers and resulted in a time-loss of 53,511 man-days.

Among the States, Bombay reported the largest number of disputes, namely, 42, and accounted for a major portion of the total time-loss recorded during the month, the number of man-days lost in this state being of the order of about 1.3 lakhs. West Bengal which reported 18 disputes accounted for a loss of about 42 thousand man-days. Madras reported as many as 20 disputes during the month, but these were mostly small from the point of view of the number of workers involved and man-days lost. Bihar, Madhya Pradesh and Uttar Pradesh registered considerable time-losses during the month. No dispute was reported from Assam.

Among the classified industries, cotton textiles, as usual, accounted for the largest time-loss. Compared to the previous month, however, there was a considerable improvement in this industry. Improvement was also observed in Engineering, Wood, Stone and Glass and Skins and Hides industries while no dispute was reported in the Jute mill industry, Gins and Presses, Mines other than Coal, Transport other than Railways and Plantations. The situation, however, worsened in Coalfields, Railways, Docks and Ports and certain other sectors. A table showing industrywise number of man-days lost in April, 1951 with corresponding figures for the previous two months is given on the next page.

The dispute in the Swadeshi Mills, Bombay which started on 12th February, finally came to an end on the 16th April with the unconditional return of workers. The total time-loss suffered on account of the dispute was of the order of 2,31,930 man-days. The dispute in the Raghuvanshi Mills, Bombay which started on 29th March, 1951 involving all the 1,844 workers of the mill, terminated on the 10th April through direct negotiation and a compromise was arrived at in regard to the employment of the reelers who were under notice of retrenchment. The dispute resulted in a total time-loss of about 13,300 man-days. All the 3,362 workers of the Arvind Mills, Ahmedabad were involved directly or indirectly in a strike which took place in the first week of April over a demand

* It is reported that there was a strike by about 25,000 workers of the C.P.W.D. Contractors in Delhi during the month of April, 1951 but as complete details of this strike are not available, it has not been included in the provisional statistics for the month.

Man-days Lost due to Industrial Disputes

Industry	April, 1951	March, 1951
Textiles—		
Cotton	88,119	1,92,261
Jute	—	6,072
Others	1,982	1,518
Engineering	11,292	31,455
Minerals & Metals—		
Iron & Steel	3,400	3,355
Others	3,957	—
Food, Drink and Tobacco	16,159	7,384
Chemicals and Dyes	840	168
Wood, Stone & Glass	2,622	20,908
Paper and Printing	7,746	2,680
Skins & Hides	1,428	5,130
Gins & Presses	—	—
Mines—		
Coal	18,973	2,856
Others	—	3,000
Transport—		
Railways	16,100	316
Others	—	—
Docks & Ports	4,908	600
Plantations	—	—
Municipalities	980	600
Miscellaneous	78,426	32,362
TOTAL	2,56,832	3,17,265

Apart from the work-stoppages resulting directly from industrial disputes and referred to above, there were 6 more strikes not directly connected with industrial disputes. These involved 8,883 workers and resulted in a time-loss of 7,139 man-days. An important strike of this category was that by 5,634 workers of three textile mills in Baroda on 13th and 14th April to mourn the death of a prominent Member of Parliament from Baroda.

LABOUR NEWS FROM STATES

AJMER

April, 1951

The labour situation in the State remained fairly normal, though the general situation in the textile mills continued to be disturbed due to non-availability of cotton at ceiling rates fixed by the Textile Commissioner, Bombay.

During the month 28 complaints were received ; of these, 20 related to wages, 4 to dismissals and the remaining 4 to miscellaneous causes.

ASSAM

April, 1951

An enquiry into family budgets of workers in the Assam tea plantations is being conducted by the Director of Statistics.

During the month, 71 complaints were investigated by the Labour Officers of the State. Of these, 21 related to discharges, 11 to non-payment of arrears and the remaining 39 to miscellaneous causes.

BHOPAL

April, 1951

Industrial relations continued to be peaceful in the State.

During the month, 38 complaints relating to discharge, dismissals, suspensions, fines, etc., were investigated and settled.

BOMBAY

February-April, 1951

During the months under review, 120 industrial disputes were amicably settled through the intervention of Conciliators and Conciliation Officers. In 124 cases, no settlement could be brought about between the parties ; 99 cases were not pursued and 18 cases were referred to arbitration. Most of the disputes related to retrenchment, pay, allowances and bonus.

A bonus equivalent to 1/6th of the annual basic wages for 1949 was granted by an award of the Industrial Court to workers in the Ahmedabad cotton mill industry.

On the 1st February, 1951, there were 600 registered trade unions in the State. During the months of February, March and April, 11, 24 and 13 new unions respectively were registered.

Thus there were 648 registered trade unions at the end of April, 1951.

DELHI

April, 1951

The general employment situation remained more or less unchanged.

One trade union of bank employees was registered. The trade union activity in the State remained subdued except in case of unions of bank employees, whose efforts were mainly directed at maintaining the *status quo* as regards terms and conditions of service.

During the month, 20 complaints (18 individual and 2 collective) were received ; of these, 10 were settled in favour of workers, 2 were rejected, 1 was compromised and the remaining 7 were still under investigation. Most of the complaints related to non-payment of wages.

Under the Punjab Trade Employees Act as applied to Delhi, 3,940 inspections were made and legal action was taken in 364 cases. The Court decided 281 cases and imposed fines amounting to Rs. 5,563.

Twenty-five factories were inspected under the Factories Act and the Payment of Wages Act and 15 boilers were inspected under the Indian Boilers Act. Four new factories were registered during the month.

HYDERABAD

March-April, 1951

During the month of March, 1951, 100 cases of accidents were reported ; of these, one was fatal, 4 were serious and 95 were minor. Sixty-one out of the 100 accidents occurred in the textile industry. Compensation paid in respect of 4 permanent and 5 temporary disability cases amounted to Rs. 3,294.

Out of 96 individual complaints received during the month of March 1951, 73 were settled and the rest were under investigation. Most of the complaints related to dismissals, discharges and wages.

Five unions were registered under the Hyderabad Trade Unions Act, 1945 during April, 1951.

MADHYA BHARAT

April, 1951

The employment situation showed a receding tendency due to closure of some factories as well as reduction effected by agreements or settlements in conciliation.

Two trade unions were registered under the Trade Unions Act.

During the month, 18 complaints were investigated by the Government Labour Officers. Of these, 14 related to wages, 2 to employment and the remaining 2 to miscellaneous causes. Nine of the complaints were successful, 5 were rejected and 4 were pending at the end of the month.

MADHYA PRADESH

April, 1951

The rates of wages and dearness allowance in the *bidi* industry in Burhanpur were increased from Rs. 1-10-0 per thousand to Rs. 1-12-0 per thousand with effect from 1st April, 1951.

During the month, 385 establishments were registered under the C. P. & Berar Shops and Establishments Act, 1947 and registrations of 355 establishments were renewed under the C. P. & Berar Shops and Establishments Registration Rules, 1949. The employers of 48 establishments were prosecuted for breaches of provisions of the Act and Rules.

Out of 68 complaints investigated by the Labour Officers and Shops Inspectors, 13 related to reinstatement, 11 to wages, 7 to promotion, 5 to compulsory leave, 3 to allocation of work, 2 to leave and hours of work and the remaining 27 to miscellaneous causes.

MADRAS

April, 1951

The State Government have declared the Electric Tramways Service, Motor Transport Services and the Cotton Textiles Industry as public utility services for the purposes of the Industrial Disputes Act, 1947 for a further period of six months with effect from 5th April, 1951.

Six industrial disputes were referred to the Industrial Tribunals for adjudication and 30 awards of Tribunals were published in the Fort St. George Gazette.

The Labour Officers of the State investigated 855 complaints; of these, 175 related to dismissals or discharges, 110 to service conditions, 106 to bonus, 94 to wages, 46 to leave, 20 to dearness allowance, 2 to food supply, 1 to suspension and the remaining 301 to miscellaneous causes.

There were 169 accidents in various factories; one of these accidents proved fatal. Of the total accidents, 54 occurred in transport and transport equipment industries, 41 in the textiles and the remaining 74 in other industries.

There were 11,002 factories on the registers at the beginning of the month during April 1951, 306 new factories were registered and registrations of 50 factories were cancelled. Thus, there were 11,258 factories on the registers at the end of the month.

There were 582 registered unions on 31st March 1951. During April, 17 unions were registered, registrations of 10 unions were cancelled and the orders of cancellation were revoked in the cases of 12 unions. There were thus 601 registered trade unions at the end of the month.

MYSORE

April, 1951

The owners of *Beedi* Factories in Kolar have agreed to a general enhancement of five annas over and above the existing wage level of Rs. 1-4-0 per 1000 *beedis*.

During the month, 22 complaints were investigated. Most of these complaints related to reinstatement, wages and compensation.

PEPSU

April, 1951

Two complaints relating to non-payment of wages were received during the month. Two pending cases of non-payment of wages were settled through the intervention of the State Government.

The opening ceremony of a cotton textile mill was performed during the month by His Highness the Rajpramukh. The factory is expected to give employment to more than 4,000 workers.

PUNJAB

April, 1951

The fifth meeting of the Minimum Wages Committee regarding Public Motor Transport was held during the month and the question of remuneration of drivers was agreed upon unanimously.

Five trade unions were registered under the Indian Trade Unions Act, 1926. Four of these unions were sweepers' unions.

During the month under review 52 factories were inspected under the Factories Act 1948 and warnings were issued in 38 cases. Two accidents (non-fatal) were reported.

Out of 11,436 shops and commercial establishments inspected under the Punjab Trade Employees Act during the month prosecutions were recommended in 241 cases.

RAJASTHAN

April, 1951

The relations between employers and employees remained satisfactory.

There were 29 complaints pending at the beginning of the month. During the month 10 more complaints, mostly relating to employment were received. Of these, 18 were decided (14 in favour of workers and 4 against), 3 were rejected and 18 were still pending at the end of the month.

During the month, 25 factories were inspected and 77 accidents (including 44 which occurred in the previous month but reported in April) were reported.

An amount of Rs. 4,200 was distributed as Workmen's Compensation during the month.

Drift Rules under the Weekly Holidays Act, 1942, have been published in the *Rajasthan Government Gazette*. These Rules are to be taken into consideration after 20th May, 1951 alongwith any objections or suggestions that may be received by the Government from any persons.

SAURASHTRA

April, 1951

Employment situation showed some improvement during the month as many of the ginning and pressing factories commenced working for the current season.

One trade union with a membership of 30, was registered during the month.

Conciliation proceedings were held in 18 cases out of which 16 were successful. Of these, 7 related to discharge of workers, 1 each to dearness allowance, implementation of award and bonus and the remaining 8 to miscellaneous causes.

During the month 31 complaints were investigated by Labour Officers. Of these, 5 related to payment of overtime, 6 to discharge and re-instatement, 3 to working hours, 3 to leave with wages, 2 to notice pay, 2 to compensation and the remaining 10 to miscellaneous causes.

TRAVANCORE-COCHIN

April, 1951

Twenty tripartite meetings were held by the Conciliation Officers for settling industrial disputes and amicable settlement was arrived at in 18 cases.

Six trade unions were registered under the Trade Unions Act and registrations in respect of 5 trade unions were cancelled for contravening the provisions of the Act.

During the month under review, 236 complaints were investigated; of these, 70 related to wages, 63 to dismissals and discharges, 39 to bonus; 11 to maternity benefit, 10 to wages and dearness allowance, 6 to leave allowance, 5 to ill-treatment, 2 each to compensation and victimization and the remaining 28 to miscellaneous causes.

UTTAR PRADESH

April, 1951

The general labour situation in the State remained disturbed due to bank strikes, shortage of soda ash in the glass factories, etc. Sugar factories in the State stopped their crushing season of 1950-51. There was, however, considerable improvement in the situation of play-offs.

VINDHYA PRADESH

April, 1951

The Statistics Officer of the State has been appointed as Statistics Authority under Section 4 of the Industrial Statistics Act, 1942.

The Chief Commissioner has ordered the constitution of an Industrial Tribunal for the State.

One complaint relating to retrenchment was investigated during the month under report.

EMPLOYMENT AND TRAINING SCHEMES OF THE GOVERNMENT OF INDIA

REPORT FOR THE MONTH OF APRIL, 1951

The Employment Exchanges placed as many as 35,396 persons in employment during April 1951. The average level of monthly placements has, therefore, been maintained, notwithstanding the recent curtailment of activities in some Exchange areas.

During the month, 1,13,437 persons were registered for employment assistance as against 1,12,904 in March. Of those registered, 8,646 were ex-Service personnel, 10,992 displaced persons and 3,961 were discharged Government employees.

The number of vacancies notified by employers during the month was 41,813 ; of these 15,949, were by Union and State Government establishments, and 25,864 by private employers.

The number of employers who used the Exchanges during April was 6,387. Of these, 55·8 per cent. were private employers. While the support given to the Employment Exchanges by private employers has remained more or less steady, the support from local bodies is not quite satisfactory. A special survey has revealed that Local Administrations such as District Boards, Municipalities, etc., had notified only 8,775 vacancies to the Exchanges during the year 1950. Out of these, 6,471 or 73·7 per cent. were filled by the Exchanges.

QUESTIONS IN PARLIAMENT ON LABOUR

The following questions asked in the Parliament of India during the recent Session are reproduced below with their replies :—

Starred Question No. 3783

Loans for Industrial Housing

- (a) Will the Minister of Labour be pleased to state what is the total amount given by Government to the various States by way of loan towards the Industrial Housing Scheme for 1949-50 and 1950-51 ?
- (b) How many houses have so far been completed and how many are expected to be completed by the close of the year 1951 ?
- (c) What are the terms under which the loans were given to the States and is a check maintained as to how these amounts are spent ?

Reply to Starred Question No. 3783

- (a) No funds were allotted in 1949-50 as the scheme had not by then been made final. In 1950-51, a sum of Rs. one crore was advanced to various State Governments.
- (b) So far 1,268 houses have been completed, while 1,177 houses are expected to be completed by the close of the calendar year 1951.
- (c) The conditions of the advance of the loans are :—
 - (1) one-third of the cost of the houses will be advanced by the States themselves or the employers sponsored by them ;
 - (2) the houses will be constructed according to the plans and specifications approved by the Government of India ;

Progress Reports are obtained from the States concerned in order to watch the progress of the work and the expenditure of loans advanced to them by the Centre.

Starred Question No. 3923

Agreement with I. L. O. for Technical Assistance

- (a) Will the Minister of Labour be pleased to state whether an agreement has been entered into by Government with the I. L. O. for technical assistance ?

(b) What is the type of technical help that India expects from I. L. O.?

Reply to Starred Question No. 3923

- (a) Yes. A basic agreement between the I. L. O. and the Government of India was signed on the 26th April, 1951.
- (b) The Government of India would, under the terms of the Agreement, be able to obtain the services of Experts to advise the competent authorities in India on labour problems, to assist such authorities in the implementation of recommendations accepted by them and to participate in the organisation and execution of training schemes. The assistance may also take the form of provision of Fellowships or other arrangements for study and training abroad.

Starred Question No. 4124

Paid Holidays to Industrial Employees

Will the Minister of Labour be pleased to state :—

- (a) the number of paid holidays granted to the industrial employees ;
and
- (b) the number of other holidays.

Reply to Starred Question No. 4124

- (a) In Government Industrial Undertakings the total number of paid holidays (including casual leave) varies between 12 and 95 in a year. In private undertakings on the available information the number of such holidays varies between 23 and 39 in a year.
- (b) In addition to above, most of the private undertakings grant to their employees casual or sick leave either on half pay or without pay. Sick leave is mostly granted to the extent of 15 days on half pay and casual leave of 10 days without pay.

Starred Question No. 4105

Agricultural Labour Enquiry

Will the Minister of Labour be pleased to state :—

- (a) whether all the three stages of Agricultural Labour Enquiry conducted by Government have been completed ;
- (b) if so, whether the reports have been tabulated and published ; and
- (c) whether the material has been forwarded to the various State Governments with instructions to take up the next step, in view of the report submitted by the sub-committee appointed by the Planning Commission.

Reply to Starred Question No. 4105.

- (a) The first two stages of the enquiry—viz., the General Village Survey and the General Family Survey—have been completed. The third stage—the Intensive Family Survey—has been completed in certain States and will be completed in others within the next two or three months.

- (b) The publication of the report on the first stage is under consideration. The publication of the reports on the other stages and the main report will be taken up when the relevant data have been tabulated.
- (c) Yes. The material collected during the first stage of the agricultural labour enquiry has been forwarded to all State Governments to enable them to fix minimum wages in agriculture. The attention of the State Governments has also been invited to the views of the Sub-Committee appointed by the Planning Commission.

Starred Question No. 4450

Agreement between Managements and Employees of Banks

Will the Minister of Labour be pleased to state whether any agreement has been reached between the banks and their employees after the invalidation of the Industrial Tribunal (Bank Disputes) Award by the Supreme Court ?

Reply to Starred Question No. 4450.

The only agreement arrived at between the parties as a result of a recent conference is to refer some of the outstanding disputes to a conciliation board. The employers have also generally agreed not to disturb the salary scales, allowances and hours of work which were prevalent on the 1st April 1951.

Starred Question No. 4718

Minimum Wages in Mica Mines

Will the Minister of Labour be pleased to state :—

- (a) whether Government have taken steps to fix labour wages under the Minimum Wages Act in Mica fields in view of the fact that the Conciliation Award of 1948 is due to expire in July next ;
- (b) if so, the steps taken in this regard ?

Reply to Starred Question No. 4718

- (a) The State Governments are the Appropriate Governments under the Minimum Wages Act, 1948 to fix minimum rates of wages in mica factories in the 'Employment in any Mica Works'. As regards mica mines, the Central Government is the Appropriate Government under the enactment. In order to avoid duality of control and to fix the responsibility of implementing the provisions of the Act in mica works and in mica factories on a single agency, the Central Government, with the concurrence of the Governments of Madras, Bihar and Ajmer delegated to them the powers of the Central Government under the Minimum Wages Act, 1948.
- (b) The Government of Madras have published draft proposals under Section 5(1)(b) of the Act for the information of persons likely to be affected thereby. The Governments of Bihar and Ajmer have constituted Committees under Section 5(1)(a) for advising them to fix minimum rates of wages in the Employment in any mica works. It is hoped that minimum rates will be fixed in the near future.

BANK DISPUTES*

APPOINTMENT OF A BOARD OF CONCILIATION

Consequent on the setting aside of the award of the All-India Industrial Tribunal (Bank Disputes) by the Supreme Court on the ground that the award was without jurisdiction, the Government of India have, in exercise of the powers conferred by section 5 and clause (a) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947, constituted a Board of Conciliation consisting of the following persons for promoting a settlement of the dispute between the parties :

- | | | |
|---|------------------|----------------|
| (1) Shri A. N. Sen, Retired Judge of the High Court of Judicature at Calcutta-- | <i>Chairman.</i> | |
| (2) Shri H. C. Captain | } | <i>Members</i> |
| (3) Shri S. B. Dutt | | |
| (4) Shri G. G. Mehta | | |
| (5) Shri T. S. Ramanujam | | |

In all 28 matters have been referred to the Board. Among these the principal ones are :

1. Rules for fitting the existing staff into the revised scales of pay.
2. Provident fund, including the rate of contribution and the rate of interest.
3. Gratuity, including whether it should be compulsory or *ex-gratia* ? Does the scheme recommended by Shri B. B. Singh for the United Provinces in his award need revision ?
4. Pension, including the question whether any pension scheme should be introduced in banks having Provident Fund and/or Gratuity Schemes.
5. Insurance against old age, sickness, death or injury from accident in the course of the discharge of duties.
6. Leave rules.
7. Hours of work and overtime.
8. Recognition of the All India Bank Employees' Association and/or its Constituent Units.
9. Method of recruitment, terms and conditions of service and procedure for termination of employment or for taking other disciplinary action.
10. Retrenchment and victimisation cases dealt with by the All India Industrial Tribunal (Bank Disputes) and the cases arising out of the recent strike in the Punjab National Bank.
11. Travelling allowance, conveyance allowance, halting allowance and joining time on transfer.
12. Absorption of Bharat Bank Employees in the Punjab National Bank Ltd., and their service conditions.
13. Rules regarding promotions.
14. Works Committees and/or Conciliation Board.
15. Standing orders regulating the conditions of service of bank employees and the procedure in making amendments to them.

*Ministry of Labour Notification No. LR-92 (9) dated 22nd May 1951, published in the Gazette of India, Extraordinary, dated 22nd May, 1951.

FOREIGN

PAYMENT BY RESULTS IN THE BUILDING INDUSTRY

I. L. O. SURVEY*

Systems of payment by results are known to be applied in the building industry of a number of European countries. They are particularly widespread in Bulgaria, Czechoslovakia, Poland and the Scandinavian countries ; they are fairly general in Finland, Greece, Netherlands and the United Kingdom ; and they are found to a small extent in France, Germany, Italy and Switzerland.

There are three main types of systems of payment by results in operation in various countries : piece-work systems ; bonus systems ; and contract systems. Sometimes, more than one system will be in use, depending on the nature of the work. Under the contract system, which is applied more particularly in Bulgaria and the Scandinavian countries, workers are guaranteed specified rates of wages for every hour worked, but are paid according to the amount of work done. The piece rates for the different operations are set out in detailed lists, which in the Scandinavian countries are the subject of collective bargaining, and in Bulgaria of legislation. The procedure followed in the elaboration and application of the list for house-building in Sweden, which contains some 10,000 different rates and regulations, is typical of that in the other North European countries and to some extent in the Netherlands.

The systems of payment by results have in practice proved satisfactory both from the employers' and from the workers' point of view and have been successful in raising output in varying degrees. The Danish employers' organisation stated that the piece-work system had resulted in increased efficiency. Further, the detailed price lists, by rendering local negotiations on piece-rates prior to commencement of a job unnecessary had improved labour relations. In Finland, it was felt that the current piece-work system, which had been the result of a lengthy period of trial and error, was despite its shortcomings, satisfactory to both employers and workers. The piece rates were such that a skilled worker working at a " normal piece-work speed " (naturally higher than that on time work) could earn from 50 to 100 per cent. more than on time work. The Report of the Employers' organisations in Sweden mentioned the following advantages and disadvantages of that country's system of payment by results.

Advantages.—(i) The system is conducive to high working intensity. (ii) Rates are fixed in advance. The contractor knows what to base his calculations on. No negotiations between employer and operative are necessary

* This is a summary of an article published in the January 1951 issue of the *International Labour Review* (Geneva). In this article information has been given regarding the extent to which the systems of payment by results in the construction industry are applied, the nature of such systems in operation in various countries and the results obtained.

at the site. (iii) Quantity surveys and calculation of wages are now done practically without the co-operation of the site manager, whose work is thus lightened. Operatives themselves have an interest in keeping up production. The number of foremen can be reduced.

Disadvantages.—(i) It is difficult to reduce wage costs by the introduction of new methods. Piece rates are admittedly based on certain given assumptions as regards methods and machinery, but in practice it is difficult to get rates reduced for simplification of work such as by the employment of better machinery. (ii) The great difference in earnings between piece work and a normal hourly wage makes it difficult to get operatives to work by the hour. (iii) Thus even if operatives are against working a large number of hours on day work, they have a great interest in obtaining day work on more or less fictitious grounds. To supervise all details of the work and account for the time correctly is impossible. There are thus daily discussions between the foreman and a representative appointed by the operatives at the conclusion of work about how much time shall be paid by results and how much by the hour. (iv) A serious drawback in payment by results is that quality tends to fall off. The operatives are out to produce as much as possible. This drawback is particularly noticeable in the more manual types of work. (v) This system generally produces a certain lack of flexibility in the carrying out of work. The various teams of operatives are really to be considered as sub-contractors. The piece-rate list and the collective agreement are their contract. A co-ordination of the work of the different teams so as to eliminate interruptions and arrange for the different jobs to proceed precisely in the order and at the time most suitable for the whole is often impossible to achieve.

In the United Kingdom a Committee was appointed by the Minister of Health in June 1947 to investigate the cost of house building. The Second Report of this Committee submitted in February 1950 drew some important conclusions as to the effect of the incentive schemes. The incentive schemes, introduced following the October 1947 agreement, have varied in extent from one area to another. The incentives agreement was of an experimental character and subject to review after two years. The Committee came to the conclusion that during the experimental period of 2 years a definite saving in man-hours has usually been associated with the operation of incentive schemes. It estimated that since 1947 the total reduction in man-hours for a given type of house is on an average 13 per cent.—equivalent to some 400 man-hours for the 1949 typical house. As an illustration the Committee gave the following figures which show the effect of various factors in a typical case in which a saving of 350 man-hours has been coupled with a bonus payment of £35.

Wages equivalent of 350 man-hours	£ 48	£
Labour on-cost equivalent of 350 man-hours	5	61
Reduction in overheads and plant charges by more rapid completion	8	
Less—		
Bonus paid	35	46
Cost of administering incentive scheme	11	
Net saving per house	15	

The Ministry of Works carried out a pilot investigation into productivity in the house construction industry in England and Wales during 1949, and although the survey was based on a comparatively small sample of 163 contracts and did not cover the whole of the country, its results are nevertheless of considerable interest, and represent an attempt to measure by sampling techniques the national level of productive efficiency, the changes which have occurred therein and the effect of such factors as incentive payments, size of contract, site organisation and the use of mechanical plant on the rate of output and costs of construction.

The conclusions drawn concerning the effects of incentive payments on productivity and costs were that a saving in man-hours which more than offset the additional labour cost resulted from the payment of bonus and that total costs appeared to be reduced by more than the net saving in labour cost. The Working Party on Building also received evidence from various sources indicating that incentive schemes have been a means of increasing productivity and lowering building costs. The Party, however, observed that the successful adoption of incentive schemes would depend on the acceptance of certain principles. These are that the scheme is readily understood by the operatives, that the bonus is linked with output, that production or the tasks are properly planned, that realistic targets are set having regard to the site conditions, and that during the period of the work the employee can compare his output with the target.

34TH SESSION OF THE INTERNATIONAL LABOUR CONFERENCE

INDIAN DELEGATION

The Indian Delegation to the 34th Session of the International Labour Conference which opened at Geneva on the 6th June 1951 was composed of the following persons :—

Government Delegates—

- (1) The Hon'ble Shri H. Sitarama Reddi, Minister for Land Revenue and Labour, Government of Madras (Leader of the Delegation).
- (2) Shri V. K. R. Menon, I.C.S., Secretary to the Government of India, Ministry of Labour, New Delhi.
- (3) Shri N. K. Dravid, I.C.S., Secretary to the Government of Bombay, Labour Department, Bombay (Alternate Delegate and Adviser).

Employers' Delegate—

Shri N. H. Tata, Tata Sons Ltd, Bombay.

Workers' Delegate—

Shri Hariharnath Shastri, M.P., General Secretary, Indian National Trade Union Congress, New Delhi.

Shri Sadashiva Prasad, I.A.S., Deputy Secretary to the Government of India, Ministry of Labour, New Delhi acted as Secretary of the Delegation.

The Delegation was also accompanied by a number of Advisers.

REVIEW OF AMERICAN LABOR IN 1950

During the first half of the year 1950, employment and business activities were already expanding after the 1949 recession. The substantial recovery

from this recession is illustrated by an increase of more than a fifth in the volume of industrial production from the July 1949 low point to June 1950. Nearly 2 million more members of the civilian labour force had jobs in June 1950 than a year earlier, and 729,000 more wage earners were employed in factories alone. The factory lay-off rate fell from 25 per thousand workers in June 1949 to 9 per thousand in June 1950. The average work-week was also longer. Unions continued to make substantial gains in collective bargaining, notably in numerous contractual provisions for non-wage benefits, such as retirement pay, health and welfare insurance and paid vacations. Inter-union collaboration made substantial progress.

The invasion of South Korea on June 25 and subsequent large-scale Chinese intervention in November changed the whole situation during the second half of the year and initiated far-reaching emergency measures of outstanding significance to labor. These centered on manpower and the most effective employment of workers, the limiting of production for ordinary civilian use and the working out of price, wage, credit, and tax policies to check inflation.

Industrial production rose rapidly after June 1950, the seasonally adjusted index for October being 9 per cent. higher than in June. The number of hired workers employed in non-agricultural establishments was nearly 2 million larger in October than in June, and the increase in manufacturing alone was 1,150,000, largely non-seasonal. This large increase in the number of hired workers and a considerably longer average work-week added substantially to total wages and salaries independently of changes in rates of pay. The increase from all causes from October 1949 to October 1950 was 15 per cent. Profits, including amounts not distributed as dividends, were far greater in the third quarter of 1950 than in the same period of 1949; figures for 200 manufacturing corporations show a rise of 55 per cent.

The international crisis and the accelerated national defense program gave rise to a few problems more perplexing than the checking of inflation. Some prices were forced up by rising labor cost, but wholesale prices generally outran wages. The index of wholesale prices of all commodities rose by 47 per cent. in 1949, over the figures of 1945. The index of wholesale prices of all commodities other than farm products rose by 51 per cent.. In comparison, factory hourly earnings, broadly representative of wage changes, rose by only 37 per cent. Productivity also rose since 1945 and the increased output per hour of work has tended to check the rise in labor cost per unit of output.

The Defense Program was started with the passage of the Defense Production Act on September 8. The executive order of September 9 allocated to various agencies the functions authorized by the Act. The Office of Defense Mobilisation was created as a central co-ordinating agency by an executive order of December 15, accompanying the proclamation of national emergency. The handling of public policy in relation to manpower was assigned by the President to the Department of Labor. The Office of Defense Man-power, created by the Secretary of Labor on September 29, was directed to make co-ordinated use of the Department's administrative and statistical facilities, centering in adaptations of the Employment Service. In the manpower program, as in other phases of national policy, it was necessary to deal with limited emergency needs while at the same time planning for the contingency of full-scale mobilisation. The Secretary of Labor also set up an inter-depart-

mental manpower committee, a management labor advisory committee, and a women's advisory committee. The Defense Production Act of September 8 authorised voluntary agreements to restrain price and wage increases and also provided for Federal regulatory measures if voluntary methods proved to be unworkable. Under the Act, the President on October 7 appointed an Economic Stabilization Administrator, and later, a Wage Stabilization Board and a Director of Price Stabilization under the general direction of the Economic Stabilization Administrator.

The upward trends during 1950 in respect of production, employment and prices caused renewed emphasis on wage rates. Factory hourly earnings exclusive of over-time were 10 cents higher in November 1950 than a year earlier. The wage movement was accelerated after June by rising prices, brisk demand for workers and talk of wage and price controls. The index of consumers' prices, after two years of comparative stability, rose by 2·2 per cent. between February and June and 3·2 per cent. between June and November.

Many employers granted the requests of unions for reopening of wage negotiations before they were required to do so by the terms of their agreements. Unions had generally avoided the tying of wages to changes in the cost of living. Another characteristic of many collective agreements negotiated in 1949-50 was the extended life of agreements. This tendency was in part a result of the adoption of flexible wage adjustment provisions. It was also influenced by the recent increases in permanent pension and insurance arrangements, even though these are often embodied in separate agreements. (Abstracted from the *Monthly Labor Review*, February, 1951).

CURRENT LABOUR LITERATURE

ARTICLES OF LABOUR INTEREST IN PERIODICALS

Important articles of labour interest, published in the periodicals received in the Labour Bureau, are mentioned below :—

United Nations Bulletin (United Nations, Lake Success, New York, U.S.A.).—1st April 1951—Alleged Violations of Trade Union Rights : Economic and Social Council's Action on Complaints.

International Labour Review (International Labour Office, Geneva).—February, 1951—(i) The Status of Domestic work in the United States, by Dorothy M. Ellioff ; (ii) The Claim for a £ 10 Basic Wage in Australia, by Dr. J. E. Isaac ; (iii) An Outline of the Social and Economic Structure of Iran by M. A. Djamal-zadeh ; and (iv) Recreation of North African Workers employed in France.

Ministry of Labour Gazette (U. K. Ministry of Labour, London).—April, 1951—(i) Payment of Wages for Holidays ; (ii) Economic Survey for 1951 ; and (iii) Wage Incentive Schemes.

Monthly Labor Review (U. S. Department of Labor, Washington).—March, 1951—(i) Elements of Soviet Labour Law ; (ii) Trends in Consumer Metal-Goods Industries, 1939-50 ; (iii) Salary Trends of City Public School Teachers, 1925-49 ; and (iv) Work Injuries in 1950.

Labor Information Bulletin (U. S. Department of Labor, Washington).—March 1951—(i) Labour Relations in Alaska ; and (ii) Skilled Worker Shortages increasing in many Areas.

Labour Gazette (Department of Labour, Ottawa, Canada).—March 1951—(i) Formation of National Advisory Council on Manpower ; (ii) Coal and Metal Mining Industry Wages, Hours and Working Conditions ; and (iii) Histadrut (the General Federation of Jewish Labour in Israel)—Its origin, structure and functions.

Employment News (Directorate General of Resettlement and Employment, New Delhi).—May, 1951—(i) Employment Trends : What Employment Exchange Statistics Reveal by Dr. B. Natarajan ; (ii) Employment Seekers and the Labour Market ; West Bengal Region ; (iii) Employment in Plantations : North India ; and (iv) The National Employment Organisation by A. B. Vaidya.

Labour Gazette (Deputy Commissioner of Labour (Information), Bombay).—March 1951—(i) Employment Trends in Bombay State : 1925-1949 ; (ii) Labour Courts—Review of Decision for the Quarter ending 30th September 1950 ; (iii) Mofussil Labour and Wages in Bombay State, 1949-50 ; and (iv) Working Class Cost of Living Index in Bombay City, 1950.

Mysore Labour Gazette (Department of Labour, Mysore) March 1951—(i) A Call unto Humanity : Exploitation must end by Shri Jagjivan Ram ; and (ii) Industrial Rehabilitation in Britain by Helen Dunt.

The Worker (Hindusthan Mazdoor Sevak Sangh, Bombay).—15th May 1951—(i) Task before I. L. O. (Editorial); (ii) A New Phase in the Indian Labour Movement by G. Mapara; (iii) I. C. F. T. U. and Regional Organisation, (iv) I. L. O. at work by V. V. Ranade; and (v) Trade Union Unity.

Industrial Relations (Indian Institute of Personnel Management, Calcutta).—March-April 1951—(i) Employers' view of the Role of Personnel Officers; (ii) State Intervention in Industrial Relations in the U. S. A.; (iii) State Intervention in Industrial Relations in the U. K.; (iv) The Human Approach to the Worker; and (v) Role of Supervisors in Prevention of Accidents.

Indian Textile Journal (Bombay).—April, 1951—Development Programme of Cotton Textile Industry: Planning Commission Members meet Textile Committee.

The Review of Economists and Statistics (Harvard University Press, Massachusetts, U. S. A.).—February 1951—Meaning and Measurement of "Full" or "Maximum" Employment by Thomas K. Hitch.

Capital (Calcutta)—May, 1951.—

(a) 3rd May: Indian Engineering Industry.

(b) 17th May: India's Housing shortage.

(c) 24th May: Labour Ministry's Activities in 1950-51.

Commerce (Bombay)—May, 1951.—

(a) 5th May: (i) The Headaches of our Engineering Industries; (ii) Labour Inefficiency; (iii) Coal Mining Methods in U. S.; I. L. O. Committee to Study shortly; and (iv) Measures to Rehabilitate Retrenched Personnel: Recommendations of Development Sub-Committee Outlined.

(b) 12th May: (i) Invalidation of Bank Award and After and (ii) Textile Working Party Meets Again.

(c) 19th May: (i) Employees' State Insurance; and (ii) The State and Industrial Relations by A. C. Chhatrapati.

(d) 26th May: (i) Trend of Prices in 1950-51; (ii) I. L. O. Committee on Coal Mines; and (iii) A World Survey of Construction Industry.

Eastern Economist (New Delhi)—25th May, 1951.—(i) New Bottlenecks in Production; and (ii) Income and Expenditure in Trade Unions.

ADDITIONS TO THE LABOUR BUREAU, LIBRARY

May, 1951

The following publications were added to the Labour Bureau Library during the month of May, 1951.

OFFICIAL

India

1. *Report on an Enquiry into the Conditions of Agricultural Workers in Village Vandalur in Madras State*, Government of India, Ministry of Labour, pp. 73, Rs. 1-10-0 or 2s. 6d.

2. *Labour Welfare Facilities in India Adjudged from International Standards*, with a foreword by the Hon'ble Shri Jagjivan Ram, Minister for Labour, Government of India, Ministry of Labour, New Delhi, 1950, pp. 14.

3. *First Report of the National Income Committee, April, 1951*, issued by the Department of Economic Affairs, Ministry of Finance, Government of India, 1951, pp. 102.

4. *Report of the Indian Tariff Board on the Belt Fasteners Industry, Bombay, 1950*, Government of India, Ministry of Commerce, New Delhi, Manager of Publications, Delhi, 1950, pp. iii+40, Rs. 1-8-0.

5. *Agricultural Legislation in India*, issued by the Economic and Statistical Adviser, Ministry of Agriculture, 1950, Manager of Publications, Delhi, 1951.

Vol. I—Regulations of Money-Lending, pp. vii+201, Rs. 4-14-0 or 7s. 9d.

Vol. II—Consolidation of Holdings, pp. ix+80, Rs. 1-4-0 or 2s.

6. *Standardisation of Methods of Collection of Prices, Technical Report No. 1*, Provincial Statistical Bureau, Government of West Bengal, 1950, pp. 92.

7. *The Hyderabad Mines Regulation, No. XVII of 1935-F (1950 A.D.)*, Department of Mines, Government of Hyderabad, Government Press, Hyderabad Deccan, 1950, pp. 24, Rs. 1-8-0.

8. *Travancore-Cochin Government : Administration Report of the Labour Department for the Period between 15th August, 1949 and 31st March, 1950*, The Superintendent, Government Press, Ernakulam, 1951, pp. ii+75.

9. Central Board of Revenue : *All-India Income-Tax Revenue Statistics for the Year 1948-49, (Including Annual Excess Profits Tax Statistical Statements Nos. I, II, and III up to 31st March 1949)*, the Manager of Publications, Delhi, 1950, pp. ii+128, Rs. 8/10/-.

U. K.

1. *Annual Report of the Chief Inspector of Factories, for the Year 1949*, (CMD 8155), Ministry of Labour and National Service, His Majesty's Stationery Office, London, 1951, pp. 218, 4s. 6d.

2. *Wage Incentive Schemes : Industrial Relations Handbook, Supplement No. 4*, Ministry of Labour and National Service, His Majesty's Stationery Office, London, 1951, pp. 43, 1s. 6d.

Mauritius

1. *Report of the Commission of Enquiry into Unrest on Sugar Estates in Mauritius, 1937*, R. W. Brooks Government Printer, Port Louis, Mauritius, 1938, pp. xxiii+253, Rs. 5/-.

2. *Report on the Tea Industry of Mauritius*, by Captain E. G. B. De Morbray, C.B.E., R. N. (ret'd.), Government printer, Port Louis, Mauritius, 1947, pp. 39, Re. 1/-.

Ceylon

1. *Administration Report of the Commissioner of Labour for 1950*, April, 1951, Government Publications Bureau, Colombo, pp. 94, Rs. 1-9-0.

UNOFFICIAL

India

1. *Role of Private Enterprise in India, in Retrospect and Prospect*, by A. C. Sampath Aenger, Employers' Association, 15, Park Street, Calcutta-16, pp. 28, Re. 1/-.

2. *Second Annual Report for the Year ending 30th June, 1950, the Madhya Pradesh Millowners' Association*, Nagpur, pp. 143.

3. *Statistical Analysis of Prices received and Prices Paid by the Farmer in the Punjab, 1949-1950*, by Om Prakash, M.A., the Board of Economic Inquiry, Punjab, (India), Publication No. 10, 1950, Ludhiana, pp. 43, Re. 1/-/-.

4. *Survey of Small Holding Cultivation in Kangra District*, by B. D. Talib, M.A., the Board of Economic Inquiry, Punjab, (India), Publication No. 11, Ludhiana, 1951, pp. 63, Rs. 1/8/-.

5. *Readings in Agricultural Economics—Nature and Scope*, The Indian Society of Agricultural Economics, Esplanade Mansion, Mahatma Gandhi Road, Bombay, pp. 159, Rs. 5/-.

6. *Relief Measures in Favour of Low-Income Farmers in Europe*, by Sigmund V. Trauendorfer, M.A., The Indian Society of Agricultural Economics, Esplanade Mansions, Mahatma Gandhi Road, Fort, Bombay, pp. 50, 2/8/-.

I.L.O.

1. *International Labour Organization—Coal Mines Committee, Fourth Session, Geneva, May, 1951* : General Report, Report I, First item on the Agenda, pp. 105.

2. *Fourth Conference of American State Members of the International Labour Organisation, Montevideo, April-May 1949, Records of Proceedings*, International Labour Office, Geneva, 1951, pp. xxiii+289.

3. *Summary of Reports on Unratified Conventions and on Recommendations (Article 19 of the Constitution)*, Thirty-Fourth Session, Third Item on the Agenda, Report III (Part II), International Labour Office, Geneva, 1951, pp. 86.

4. *Report of the Committee of Experts on the Application of Conventions and Recommendations (Articles 19 and 22 of the Constitution)*, Thirty-Fourth Session, Third Item on the Agenda, Report III (Part IV), International Labour Office, Geneva, 1951, pp. 56.

5. *Methods of Labour Productivity Statistics*, International Labour Office Geneva, 1951, pp. iv+136, 4s. 6d.

6. *Report of the Director-General*, Thirty-Fourth Session, Geneva, 1951, First item on the Agenda, Report I, International Labour Office, Geneva 1951, pp. vi + 154.

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Employment

[The object in giving the following table is to publish up-to-date information on factory employment in respect of each of the States as and when it is available without waiting for the returns from the other States.]

EMPLOYMENT IN FACTORIES*

State	Average daily number of workers employed†						
	1939	1945	1946	1947	1948	1949	1950‡
							First half
Ajmer .	13,330	15,877	15,789	15,864	15,877	15,380	16,337
Assam .	52,003	58,070	53,161	56,119	59,563	61,132	47,811
Bihar .	95,988	168,408	138,990	136,834	148,208	155,334@	150,580
Bombay .	466,040	735,774	680,896	702,465	737,460	789,463	771,338
Coorg .	14	27	53	117	74	82	266
Delhi .	17,400	36,870	33,349	31,320	36,894	38,806	41,055
Madhya Pradesh	64,494	110,263	101,355	97,219	101,646	96,273	104,294
Madras .	197,266	279,176	262,292	276,586	288,722	323,950	348,051
Orissa .	5,371	7,427	7,443	10,592	12,329	13,359	13,678
Punjab .	22,468¶	44,753¶	41,626¶	37,486	36,625	39,364	42,612
Uttar Pradesh	159,738	276,468	257,140	240,396	242,083	233,837	238,415
West Bengal	532,830¶	702,964¶	663,087¶	667,626	678,701	665,008	§
Andaman & Nicobar Is.	§	§	§	2,065	2,019	2,000	1,686
Total .	1,626,942	2,436,083	2,255,181	2,274,689	2,360,201	2,433,988	

* Covers factories subject to the Factories Act.

† Obtained by totalling the figures of average daily employment for all factories.

‡ Provisional.

§ Returns not received.

|| Figures relate to the pro-partition Province of Assam.

¶ Estimated.

@ Revised

Source — Annual Reports on the Working of the Factories Act and half-yearly returns furnished by the State Governments.

EMPLOYMENT IN FACTORIES, 1949, BY INDUSTRY

	Ajmer	Assam	Bihar	Bombay	Coorg	Delhi	Madras Presidcy
1	2	3	4	5	6	7	8
<i>Government and Local Fund Factories.</i>							
Clothing	—	—	546	—	—	—	—
Breweries and Distilleries .	—	—	121	206	—	—	161
Carpentry	—	—	—	195	—	305	—
Cotton Mills	—	76	—	—	—	—	—
Dockyards	—	—	—	5,773	—	—	—
Electrical Engineering .	—	—	—	466	—	—	102
Electrical Generating and Transforming Stations.	209	—	1,000	846	—	557	—
General Engineering . .	—	262	1,641	6,870	—	882	2,533
Coach Building and Motor Car Repairing.	—	—	—	—	—	—	—
Forge Presses	—	—	—	78	—	—	—
Gas Works	—	—	—	—	—	—	—
Mints	—	—	—	1,004	—	—	—
Ordnance Factories . .	—	—	394	27,837	—	6,358	8,577
Paper Mills	—	—	—	—	—	—	—
Printing Presses . . .	114	282	891	5,359	—	1,437	512
Railway Workshops . .	7,314	1,807	11,810	26,234	—	—	1,537
Tramways	—	—	—	1,257	—	98	—
Saw Mills	—	—	—	166	—	—	112
Stone Dressing	—	—	—	—	—	—	—
Tanneries	—	—	—	—	—	—	—
Leather and Shoes . .	—	—	—	—	—	—	—
Telegraphs	—	—	—	431	—	71	2,000
Water Pumping Stations .	—	—	78	472	—	614	107
Woollen Mills	—	—	602	—	—	—	—
Miscellaneous	—	—	294	2,009	—	—	22
Total—Govt. and Local Fund Factories	7,637	2,517	17,377	89,103	—	10,222	15,211

EMPLOYMENT IN FACTORIES, 1949, BY INDUSTRY—*contd.*

Madras	Orissa	Punjab	Uttar Pradesh	West Bengal	Andaman and Nicobar Islands	Total 1949	Total 1948	
9	10	11	12	13	14	15	16	
								<i>Government and Local Fund Factories.</i>
243	—	—	3,131	—	—	3,920	2,819	Clothing.
—	—	—	—	—	—	467	484	Breweries and Distilleries.
305	—	—	205	—	—	1,100	531	Carpentry.
646	—	—	137	26	—	885	1,243	Cotton Mills.
1,095	—	—	—	2,236	110	9,214	9,699	Dockyards.
2,074	—	—	—	1,940	—	4,582	3,503	Electrical Engineering.
282	24	147	1,256	465	—	4,486	3,772	Electrical Generating and Transforming Stations.
2,727	338	1,555	4,949	4,668	—	26,451	22,696	General Engineering
—	—	—	—	164	—	164	163	Coach Building and Motor Car Repairing.
64	—	—	169	—	—	311	461	Forge Presses.
13	—	—	—	—	—	13	—	Gas Works.
—	—	—	—	1,577	—	3,481	4,292	Mints.
3,655	—	1,010	22,173	14,466	—	84,300	74,239	Ordnance Factories.
300	—	—	34	—	—	334	27	Paper Mills.
411	334	248	3,756	3,429	—	16,571	17,180	Printing Presses.
14,832	706	1,544	13,134	27,701	—	106,508	116,902	Railway Workshops.
—	—	—	—	—	—	1,355	1,210	Tramways.
—	—	—	87	135	1,800	2,307	2,178	Saw Mills.
—	—	—	—	—	—	—	—	Stone Dressing
—	—	—	—	52	—	52	44	Tanneries.
—	—	—	—	—	—	—	339	Leather and Shoes.
—	—	—	—	2,495	—	5,070	4,373	Telegraphs
131	—	—	502	1,125	—	3,083	2,840	Water Pumping Stations.
49	—	76	—	—	—	727	658	Woollen Mills
2,036	—	13	3,946	3,742	—	12,062	9,719	Miscellaneous
28,461	1,402	4,623	53,569	64,221	1,910	257,755	279,574	Total—Govt. and Local Fund Factories.

EMPLOYMENT IN FACTORIES, 1949, BY INDUSTRY—*contd.*

	Ajmer	Assam	Bihar	Bombay	Coorg	Delhi	Madhya Pradesh
1	2	3	4	5	6	7	8
ALL OTHER FACTORIES							
<i>Textiles</i>							
Cotton (Spg., Wvg. and other Factories.)	5,121	—	1,736	416,805	—	14,423	30,622
Hosiery	122	35	280	1,908	—	529	113
Jute Mills	—	—	6,232	—	—	—	939
Silk Mills	—	—	193	16,083	—	—	—
Woollen Mills	—	—	—	5,557	—	—	—
Miscellaneous	—	—	—	17,883	—	753	—
Total	5,243	35	8,441	458,296	—	15,705	31,655
<i>Engineering</i>							
Coach Building and Motor Car Repairing.	16	455	848	6,840	—	806	417
Electrical Engineering . .	—	—	1,397	1,207	—	—	—
Electrical Generating and Transforming Stations.	76	235	1,665	1,835	—	49	1,235
General Engineering . . .	24	1,058	7,870	22,641	—	3,157	1,181
Petroleum Installations. Kerosene Tinning and Packing.	—	—	42	3,360	—	—	—
Metal Stamping	—	—	—	7,638	—	—	—
Railway Workshops	—	33	55	523	—	—	—
Ship Building and Engineering.	—	—	373	4,195	—	—	—
Steel Trunk, Lock and Cutlery.	—	—	378	2,651	—	—	—
Tramway Works	—	—	—	—	—	—	—
Miscellaneous	—	—	536	9,464	—	810	584
Total	116	1,781	13,164	60,374	—	4,861	3,434
<i>Minerals and Metals</i>							
Foundries	25	—	2,075	3,334	—	802	—
Iron and Steel Smelting and Steel Rolling Mills.	—	—	32,505	90	—	91	—
Lead Smelting and Lead Rolling Mills.	—	—	—	14	—	—	—
Petroleum Refineries . . .	—	1,435	—	—	—	—	—
Miscellaneous	21	86	18,173	4,263	—	—	—
Total	46	1,521	52,753	7,701	—	893	—

EMPLOYMENT IN FACTORIES, 1949, BY INDUSTRY—*contd.*

	Ajmer	Assam	Bihar	Bombay	Coorg	Delhi	Madhya Pradesh
1	2	3	4	5	6	7	8
<i>Food, Drink & Tobacco.</i>							
Bakeries, Biscuits and Confectionery.	—	20	279	1,871	—	85	22
Breweries and Distilleries .	—	287	279	—	—	—	—
Coffee	—	—	—	61	—	—	—
Dairy Produce	—	—	—	283	—	30	—
Flour Mills	—	—	462	1,324	—	410	420
Food Canning and Bottling	—	—	119	91	—	77	—
Ice and Aerated Waters .	52	—	31	1,110	—	467	249
Rice Mills	—	1,575	6,915	832	45	—	4,452
Sugar	135	—	24,755	15,701*	—	—	—
Tea	—	49,505	552	—	17	—	630
Tobacco	—	—	4,653	26,111	—	—	—
Water Pumping Stations .	—	—	—	—	—	—	—
Miscellaneous	—	—	228	4,576	5	422	481
Total .	187	51,387	38,273	51,960	67	1,491	6,284
<i>Chemicals, Dyes, etc.</i>							
Bones and Manures . . .	—	—	—	317	—	—	67
Chemicals	—	—	1,021	4,169	—	730	94
Dyeing and Bleaching . .	—	—	—	8,226	—	13	771
Gas Works	—	—	—	818	—	15	—
Indigo	—	—	—	—	—	—	—
Lac	—	—	3,243	—	—	—	139
Matches	—	1,178	88	2,747	—	—	83
Oil Mills	—	636	4,497	11,390	—	268	6,523
Paints	—	—	—	573	—	65	61
Soap	—	18	53	2,632	—	22	74
Turpentine & Rosin . . .	—	—	—	—	—	—	—
Miscellaneous	—	—	152	10,617	—	176	63
Total .	—	1,832	9,054	41,498	—	1,289	7,855

* Includes 7,516 workers in Gur factories.

EMPLOYMENT IN FACTORIES, 1949, BY INDUSTRY—*contd.*

Madras	Orissa	Punjab	Uttar Pradesh	West Bengal	Andaman and Nicobar Islands	Total 1949	Total 1948	
9	10	11	12	13	14	15	16	
1,829	—	—	391	1,184	—	5,681	4,707	<i>Food, Drink & Tobacco.</i>
152	138	456	1,000	639	—	3,011	3,091	Bakeries, Biscuits and Confectionery.
1,370	—	—	—	—	—	1,437	1,441	Breweries and Distilleries.
48	—	—	21	26	—	408	452	Coffee.
55	12	724	1,019	1,594	—	6,020	5,597	Dairy Produce.
07	—	25	—	132	—	511	120	Flour Mills.
338	60	374	1,121	836	—	4,644	3,554	Food Canning and Bottling.
18,137	4,001	286	815	14,488	—	51,576	49,740	Ice and Aerated Waters.
4,309	179	778	49,312	643	—	95,812	95,813	Rice Mills.
5,553	—	165	895	21,922	—	82,230	78,385	Sugar.
20,259	3,018	—	2,253	1,919	—	58,213	46,252	Tea.
—	—	—	—	—	—	—	—	Tobacco.
22,682	—	355	3,117	3,410	—	35,270	26,887	Water Pumping Stations.
74,805	7,414	3,163	60,004	49,793	—	344,828	316,939	Miscellaneous.
								Total.
								<i>Chemicals, Dyes, etc.</i>
633	—	—	284	2,077	—	3,378	3,304	Bones and Manures.
2,139	—	512	1,187	8,182	—	18,064	16,552	Chemicals.
225	62	524	115	—	—	9,936	13,588	Dyeing and Bleaching.
21	—	51	170	1,474	—	2,549	2,605	Gas Works.
—	—	—	—	—	—	—	48	Indigo.
—	150	—	—	901	—	4,433	4,116	Lac.
7,088	43	—	1,471	2,412	90	15,200	16,419	Matches.
8,307	235	361	6,627	3,151	—	42,004	39,202	Oil Mills.
140	—	37	—	2,514	—	3,389	3,278	Paints.
421	28	—	364	1,366	—	4,078	5,918	Soap.
—	—	—	271	—	—	271	281	Turpentine & Rosin.
3,190	—	—	284	1,167	—	15,649	7,389	Miscellaneous
22,173	518	1,515	10,773	23,244	90	119,851	112,700	Total.

EMPLOYMENT IN FACTORIES, 1949, BY INDUSTRY—*contd.*

1	Ajmer	Assam	Bihar	Bombay	Coorg	D-D	V. S. & P. S.
	2	3	4	5	6	7	8
<i>Paper and Printing.</i>							
Paper Mills	—	—	690	2,104	—	—	—
Printing, Book-binding etc.	309	267	1,476	16,258	—	2,514	2,514
Miscellaneous	—	—	—	1,027	—	—	—
Total	309	267	2,166	19,389	—	2,514	2,514
<i>Wood, Stone & Glass.</i>							
Bricks and Tiles	—	—	6,532	6,337	—	—	—
Carpentry and Cabinet-making.	—	—	32	3,835	—	341	—
Cement, Limb & Potteries	—	128	3,461	1,351	—	419	—
Glass	—	—	1,199	5,007	—	57	—
Saw Mills	—	1,370	419	2,096	—	—	—
Stone Dressing	—	—	657	678	—	161	—
Miscellaneous	—	—	432	6,816	—	121	—
Total	—	1,498	12,726	26,123	—	1,684	—
<i>Gins and Presses.</i>							
Cotton Ginning and Baling	1,761	294	39	27,967	—	—	—
Jute Presses	—	—	—	—	—	—	—
Wool Baling Presses . .	—	—	—	—	—	—	—
Miscellaneous	—	—	—	—	—	—	—
Total	1,761	294	39	27,967	—	—	—
<i>Skins & Hides.</i>							
Leather & Shoes	—	—	320	456	—	—	—
Tanneries	—	—	979	896	—	—	—
Miscellaneous	—	—	—	467	—	—	—
Total	—	—	1,299	1,419	—	—	—
<i>Miscellaneous</i>							
Rope Works	—	—	—	277	—	—	—
Rubber	—	—	—	2,427	—	—	—
Miscellaneous	81	—	42	11,771	—	—	—
Total	81	—	42	14,505	—	—	—
Total All Other Factories	7,712	2,615	137,577	750,000	—	2,514	—
Grand Total	15,789	61,122	175,574	776,127	—	2,514	—

EMPLOYMENT IN FACTORIES, 1949, BY INDUSTRY—*concl'd.*

Madras	Orissa	Punjab	Uttar Pradesh	West Bengal	Andaman and Nicobar Islands	Total 1949	Total 1948	
9	10	11	12	13	14	15	16	
								<i>Paper & Printing.</i>
27	1,168	1,853	1,016	9,484	—	17,859	17,638	Paper Mills.
10,813	340	374	5,002	8,095	—	47,568	41,962	Printing, Book-binding, etc.
650	—	—	132	1,842	—	3,737	3,303	Miscellaneous.
11,490	1,508	2,227	7,140	19,421	—	69,164	62,903	Total.
								<i>Wood, Stone & Glass.</i>
10,187	37	200	—	370	—	23,880	23,353	Bricks & Tiles.
1,889	—	163	503	1,081	—	7,834	5,222	Carpentry and Cabinet-making.
2,530	472	215	162	5,029	—	21,130	19,268	Cement, Lime & Potteries.
1,470	478	623	8,482	5,483	—	23,873	25,214	Glass.
1,065	301	141	133	1,135	—	9,252	8,072	Saw Mills.
341	—	—	—	244	—	2,153	1,276	Stone Dressing.
3,054	—	131	772	1,044	—	13,878	13,165	Miscellaneous.
22,045	1,288	1,473	10,042	15,892	—	102,000	95,570	Total.
								<i>Gins and Presses.</i>
3,362	—	3,227	66	50	—	56,459	60,108	Cotton Ginning & Baling.
—	—	—	213	5,122	—	5,335	7,388	Jute Presses.
—	—	15	—	—	—	15	20	Wool Baling Presses.
11,174	—	—	074	—	—	12,148	11,433	Miscellaneous.
14,536	—	3,242	1,253	5,172	—	73,957	78,949	Total.
								<i>Skins & Hides.</i>
140	—	—	3,811	8,920	—	13,656	13,896	Leather & Shoes.
0,417	—	190	2,763	259	—	14,50	12,462	Tanneries.
76	—	—	—	—	—	543	490	Miscellaneous.
9,642	—	190	6,574	9,179	—	28,703	26,848	Total.
								<i>Miscellaneous.</i>
2,300	—	—	—	1,593	—	4,130	2,381	Rope Works.
239	—	54	—	10,212	—	13,254	12,661	Rubber.
4,103	14	—	2,035	5,725	—	14,161	20,682	Miscellaneous.
6,642	14	54	2,035	17,530	—	41,545	35,724	Total.
205,087	11,957	34,741	180,268	600,787	90	2,146,233	2,080,627	Total All Other Factories.
323,950	13,359	39,364	233,837	665,008	2,000	2,433,988	2,360,201	Grand Total.

EMPLOYMENT IN THE COTTON MILL INDUSTRY

Month	Total no of work- ers on rolls	Average daily number of workers employed			
		1st shift	2nd shift	3rd shift	Total
1950					
March	747,695	404,065	235,322	38,992	678,379
April	751,671	407,376	236,636	36,489	680,501
May	753,802	405,465	235,702	35,243	676,410
June	767,752	412,802	242,407	39,209	694,508
July	770,238	417,604	242,261	41,552	701,417
August	763,062	410,709	242,582	40,782	694,073*
September	715,278	326,590	178,393	34,315	539,293
October	760,438	395,365	230,720	40,881	666,966
November	759,716	413,985	243,539	42,334	699,858
December	770,606	414,571	244,663	45,130	704,364
1951					
January	770,857	413,265	245,561	46,295	705,121
February	767,104	405,791	245,400	45,927	697,118
March	770,714	408,454	243,408	45,573	697,435

Employment in the Cotton Mill Industry during March, 1951, by States

State	Total no. of work-ers on rolls	Average daily number of workers employed			
		1st shift	2nd shift	3rd shift	Total
Bombay	423,331	233,668	140,324	17,226	391,218
Saurashtra	11,646	6,596	4,467	—	11,063
Kutch	152	152	—	—	152
Madhya Bharat	44,566	23,030	15,503	1,909	40,442
Bhopal	2,585	894	656	606	2,156
Ajmer	6,361	4,057	1,986	—	6,043
Rajasthan	5,966	3,548	2,176	242	5,966
Pepsu	79	58	21	—	79
Punjab	3,591	1,480	711	669	2,869
Delhi	18,061	7,508	4,796	3,003	15,307
Uttar Pradesh	55,410	23,437	17,481	8,079	48,997
Bihar	1,137	1,042	53	—	1,095
West Bengal	27,782	13,657	7,189	3,844	24,690
Orissa	3,209	939	746	618	2,303
Madhya Pradesh	31,693	18,417	9,080	195	27,692
Hyderabad	12,894	6,338	3,873	2,097	12,308
Madras	97,616	49,827	27,863	5,753	83,443
Mysore	19,286	11,468	5,395	500	17,363
Travancore-Cochin	5,349	2,329	1,088	832	4,249
Total	770,714	408,454	243,408	45,573	697,435

Source. — Ministry of Commerce and Industry, Government of India.

NOTE:—Excludes figures for two defaulting mills.

* Includes an average of 194,724 for Bombay City which relates only to the first 13 days in the month, as from 14th there was a general strike.

NUMBER OF COTTON MILLS WORKING ONE OR MORE SHIFTS

Month	Total no. of mills	No. of mills which remained closed dur- ing the month	No. of mills which worked		
			1 shift	2 shifts	3 shifts
1950					
March . . .	365	33	37	191	104
April . . .	364	31	36	203	94
May . . .	365	33	41	199	92
June . . .	362	29	33	191	109
July . . .	362	26	32	178	126
August* . . .	362	28	27	181	126
September† . . .	364	26	23	148	104
October . . .	365	27	25	185	128
November . . .	364	24	26	179	135
December . . .	365	24	30	176	135
1951					
January . . .	365	25	27	172	141
February . . .	366	29	27	180	130
March . . .	368	27	26	191	124

Number of Cotton Mills Working One or More Shifts during March, 1951, by States

State	Total no. of mills	No. of mills which remained closed during the month	No. of mills which worked		
			1 shift	2 shifts	3 shifts
Bombay . . .	177	7	11	98	61
Saurashtra . . .	10	1	—	9	—
Kutch . . .	1	—	1	—	—
Madhya Bharat . . .	16	1	3	10	2
Bhopal . . .	1	—	—	—	1
Ajmer . . .	4	—	—	4	—
Rajasthan . . .	6	2	—	3	1
Popsu . . .	1	—	—	1	—
Punjab . . .	3	—	1	—	2
Delhi . . .	3	—	—	—	3
Uttar Pradesh . . .	21	5	1	6	9
Bihar . . .	2	—	1	1	—
West Bengal . . .	17	4	1	3	9
Orissa . . .	1	—	—	—	1
Madhya Pradesh . . .	11	1	2	7	1
Hyderabad . . .	6	1	—	2	3
Madras . . .	73	3	5	40	25
Mysore . . .	7	—	—	4	3
Travancore-Cochin . . .	8	2	—	3	3
Total . . .	368	27	26	191	124

Source.—Ministry of Commerce and Industry, Govt. of India.

* Relates to the first thirteen days only in the case of Bombay City.

† Figures for 63 mills in Bombay City are not included on account of the general strike.

Wages and Earnings

[The object in giving these tables is to publish up-to-date information on the total wage bills and average earnings in respect of each of the States as and when it is available without waiting for the returns from the other States. Table I covers all factories other than Railway workshops as the latter are included in similar statistics for Railways. Table II excludes, besides Railway workshops, the groups Food, Drink and Tobacco and Gins and Presses which are mostly seasonal as information on annual earnings in seasonal factories is not comparable with that for the perennial factories.]

TABLE I
WAGES PAID TO FACTORY WORKERS*
(In thousands of rupees)

tato	1939	1945	1946	1947	1948	1949†
Ajmer	1,049	2,878	3,167	3,186	3,971	3,600
Assam	5,649	10,585	10,684	13,660	17,022	21,089
Bihar	29,375	58,142	59,259	82,920	112,171	137,213
Bombay	144,967	524,903	486,655	591,839	713,024	844,056
Coorg	\$	6	6	15	8	11
Delhi	5,145	24,412	25,971	26,078	36,426	41,154
Madhya Pradesh	\$	33,353	26,279	42,714	47,010	61,061
Madras	24,622	78,147	88,823	123,439	136,153	180,039
Orissa	515	2,049	1,929	3,027	4,449	4,554
Punjab	3,829‡	18,640‡	17,857‡	14,454	20,282	26,703
Uttar Pradesh	25,485	124,911	119,904	133,432	174,352	198,685
West Bengal	113,424‡	282,735‡	267,307‡	337,875	432,025	489,577

* Covers all employees drawing below Rs. 200 p.m.

‡ Estimated.

† Provisional.

§ Not available.

TABLE II
AVERAGE ANNUAL EARNINGS OF FACTORY WORKERS*
(Perennial Industries only)

State	1939	1945	1946	1947	1948	1949†
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Ajmer	163.7	419.8	447.8	445.3	527.2	552.0
Assam 	263.7	660.5	687.5	755.5	795.8	951.1
Bihar	415.5	538.7	544.0	819.8	1087.1	1125.6
Bombay	370.4	814.7	812.3	977.9	1141.9	1209.5
Delhi	309.4	699.9	837.2	877.7	1047.3	1056.1§
Madhya Pradesh	\$	530.6	479.7	572.3	609.2	842.9
Madras	175.9	357.6	422.2	560.3	611.8	726.6
Orissa	161.8	417.2	440.1	493.6	612.6	527.0§
Punjab 	296.0	578.8	602.0‡	628.2	675.9	873.9
Uttar Pradesh	235.6	551.7	593.6	672.8	887.1	993.0
West Bengal 	248.7	465.5	496.3	567.7	723.9	830.0

* Covers all employees drawing below Rs. 200 p.m.

‡ Estimated.

† Provisional.

§ Not available.

|| The averages for the years 1939, 1945 and 1946 relate to the pre-partition provinces of Assam, Punjab and Bengal respectively.

Source.—Annual Reports on the Working of the Payment of Wages Act.

¶ Revised

MINIMUM WAGES IN THE COTTON MILL INDUSTRY

Month 1	Bumby 2	Ahmedabad 3	Sholapur 4	Baroda 5
	Rs. A. P. 30 0 0	Rs. A. P. 28 0 0	Rs. A. P. 26 0 0	Rs. A. P. 26 0 0
<i>MINIMUM BASIC WAGES</i>				
<i>DEARNESS ALLOWANCE—</i>				
1950				
June	53 4 0	74 0 9	50 1 8	67 2 5
July	53 4 0	73 13 6	51 0 10	66 7 4
August	57 3 0	73 13 6	51 5 2	66 7 4
September	55 13 0	73 13 6	52 4 4	66 7 4
October	56 1 0	76 2 3	51 11 8	68 8 5
November	55 1 0	76 2 3	49 13 4	68 8 5
December 1951	53 4 0	68 1 0	49 6 10	61 4 1
January	52 12 0	64 0 9	52 15 2	58 2 5
February	50 9 0	62 4 9	52 8 8	56 1 1
March	55 9 0	63 13 6	54 2 4	57 7 4
April	58 6 0	69 3 6	51 13 6	62 4 9
May	50 3 0	75 0 0	54 0 6	67 8 0
June	59 3 0	75 12 3	54 12 0	68 3 0

Month	Indore 6	Nagpur 7	Madras 8	Kanpur 9
	Rs. A. P. 26 0 0	Rs. A. P. 26 0 0	Rs. A. P. 26 0 0	Rs. A. P. 30 0 0
<i>MINIMUM BASIC WAGES</i>				
<i>DEARNESS ALLOWANCE—</i>				
1950				
June	47 4 0	39 10 10	41 7 0	52 0 6
July	48 6 0	39 15 2	41 13 0	53 7 0
August	48 6 0	40 3 6	42 6 0	54 8 6
September	48 6 0	40 7 10	42 0 0	55 5 0
October	49 2 0	41 0 6	42 12 0	55 7 6
November	49 2 0	41 7 0	43 2 0	55 12 6
December 1951	49 2 0	41 7 0	42 6 0	55 5 0
January	45 15 0	41 4 10	42 6 0	53 14 6
February	45 15 0	41 4 10	42 6 0	54 11 0
March	45 15 0	41 2 8	42 9 0	54 13 6
April	48 9 0	41 11 4	42 15 0	54 11 6
May	48 9 0	—	43 11 0	—
June	48 9 0	—	—	—

NOTE:— In the cotton mill industry in West Bengal the basic minimum wage is Rs. 20-2-5 p.m. Dearness allowance is paid at a flat rate of Rs. 30 p.m.

Industrial Disputes

INDUSTRIAL DISPUTES IN INDIA SINCE 1939

Year/Month	No. of disputes*		No. of workers involved in disputes†		Total number of man-days lost during the period
	Starting during the period	Total in progress during a part or whole of the period	Starting during the period	Total in progress during a part or whole of the period	
1939	—	406	—	409,189	4,992,795
1940	—	322	—	452,538	7,577,281
1941	—	359	—	291,054	3,330,503
1942	—	694	—	772,653	5,779,965
1943	—	716	—	525,088	2,342,287
1944	—	658	—	550,015	3,447,306
1945	—	820	—	747,530	4,054,499
1946	—	1,629	—	1,961,948	12,717,762
1947	—	1,811	—	1,840,784	16,562,666
1948	—	1,259	—	1,059,120	7,837,173
1949	—	920	—	685,457	6,600,595
1950	—	814	—	719,883	12,806,704
April	78	96	37,399	50,395	329,555
May	92	111	66,036	74,337	313,451
June	60	83	33,360	47,535	322,946
July	40	54	14,794	21,188	134,911
August	60	75	236,046	240,518	2,948,978
September	54	71	39,333	249,445	4,954,161
October	64	78	64,691	288,349	2,266,894
November	77	84	51,302	56,736	313,837
December	58	68	36,393	41,061	163,718
1951§					
January	102	120	81,039	91,045	324,922
February‡	45	61	40,995	44,025	203,660
March‡	64	77	37,040	46,865	317,265
April§	100	116	62,809	78,742	256,632¶

* Disputes resulting in work-stoppages involving 10 workers or more.

† Includes workers indirectly involved also.

|| Not known in 7 cases.

‡ Revised yet provisional.

¶ Not known in 13 cases.

§ Provisional.

INDUSTRIAL DISPUTES IN INDIA DURING APRIL, 1951

TABLE I

Classification of Industrial Disputes, by States

State	No. of disputes	No. of workers involved	No. of man-days lost during the month
Ajmer	4	3,156	3,331
Assam	—	—	—
Bihar	7	2,070*	18,873†
Bombay	42	39,670	130,006
Delhi	1	Not known	Not known
Madhya Pradesh	9	11,808*	22,835*
Madras	20	4,172	5,015†
Orissa	1	Not known	Not known
Punjab	1	47	188
Uttar Pradesh	13	10,762‡	34,124§
West Bengal	18	7,048	42,460
Total	116	78,742	256,832¶

* Not known in 1 case.

† Not known in 2 cases.

‡ Not known in 3 cases.

§ Not known in 5 cases.

|| Not known in 7 cases.

¶ Not known in 13 cases.

TABLE II

Classification of Industrial Disputes, by Industries

Industry	No. of disputes	No. of workers involved	No. of man-days lost during the month
Textiles—			
Cotton	23	35,363	88,119
Jute	—	—	—
Others	6	668	1,982
Engineering	5	2,242	11,292
Minerals & Metals—			
Iron & Steel	5	572	3,400
Others	5	566	3,957
Food, Drink & Tobacco	13	5,095	16,159†
Chemicals & Dyes	2	120*	840*
Wood, Stone & Glass	5	2,203	2,622*
Paper & Printing	3	2,816	7,746
Skins & Hides	8	1,018	1,428
Gins and Presses	—	—	—
Mines—			
Coal	5	2,068	18,873
Others	—	—	—
Transport—			
Railways	1	700	16,100
Others	—	—	—
Docks & Ports	5	2,508	4,908
Plantations	—	—	—
Municipalities	4	1,732*	980†
Miscellaneous	26	21,071‡	78,426§
Total	116	78,742§	256,832¶

* Not known in 1 case.

† Not known in 5 cases.

‡ Not known in 2 cases.

§ Not known in 7 cases.

¶ Not known in 13 cases.

TABLE III

Classification of Industrial Disputes, by Causes

Cause	No. of disputes	No. of workers involved	No. of man-days lost during the month
Wages and allowances	32	12,549	30,396
Bonus	8	7,005	10,007
Personnel	31	14,208	64,270
Retrenchment	7	18,853	77,423
Leave and hours of work	5	2,134	2,564
Others	27	20,927	64,007
Not known	6	3,066	8,160
Total	116	78,742	256,832

TABLE IV

Classification of Industrial Disputes, by Results

Result	No. of disputes	No. of workers involved	No. of man-days lost during the month
Successful	21	8,038	12,093
Partially successful	16	8,095	37,577
Unsuccessful	39	29,589	64,569
Indefinite	8	7,608	33,793
In progress	13	4,117	35,423
Not known	19	21,295	73,377
Total	116	78,742	256,832

TABLE V
Classification of Industrial Disputes, by Duration

Duration	No. of disputes
A day or less	39
More than a day up to 5 days	23
More than 5 days up to 10 days	16
More than 10 days up to 20 days	7
More than 20 days up to 30 days	3
More than 30 days	6

N.B.—There were 13 disputes in progress at the end of the month and particulars are not known in 9 cases.

TABLE VI
Classification of Industrial Disputes by number of Workers involved

No. of workers involved	No. of disputes
10 or more but less than 100	31
100 or more but less than 500	43
500 or more but less than 1,000	13
1,000 or more but less than 10,000	21
10,000 or more	1

N.B.—Particulars are not known in 7 cases.

TABLE VII
Classification of Industrial Disputes by number of Man-days lost

Man-days lost during the month	No. of disputes
Less than 100	10
100 or more but less than 1,000	50
1,000 or more but less than 10,000	38
10,000 or more but less than 50,000	4
50,000 or more	1

N.B.—Particulars are not known in 13 cases.

Cost of Living

WORKING CLASS COST OF LIVING AND FOOD INDEX NUMBERS IN INDIA
(Base shifted to August, 1939=100)

State	BOMBAY				UTTAR PRADESH	MADHYA PRADESH	MATRA
Town	Bombay	Ahmed- abad	Sholapur	Jalgaon	Kanpur	Nagpur	Madras
Original base (=100)	July, 1933 to June, 1934	August, 1926 to July, 1927	February, 1927 to January, 1928	August, 1939	August, 1939	August, 1939	July, 1933 to June, 1934
<i>Cost of Living</i>							
1939 (Aug.—Dec.)	103	107	105	—	105	104	103
1940	107	108	104	109	111	119	104
1941	118	119	115	123	123	119	111
1942	150	150	155	180	181	165	125
1943	219	282	252	284	306	299	157
1944	226	290	276	295	314	267	207
1945	224	272	275	291	308	259	207
1946	246	286	290	326	328	285	207
1947	265	300	340	369	378	320	207
1948	288	333	400	440	471	372	207
1949	292	339	410	425	478	377	207
1950	298	351	398	424	434	372	207
April	292	366	412	422	420	367	207
May	297	363	396	421	423	370	207
June	297	363	389	424	432	372	207
July	304	363	395	436	439	375	207
August	307	371	396	446	444	377	207
September	308	371	401	417	445	378	207
October	304	342	399	421	447	378	207
November	297	330	388	428	444	376	207
December	295	322	385	415	435	376	207
1951 January	303	327	405	426	440	376	207
February	306	347	403	439	441	388	207
March	316	367	412	438	439	390	207
April	319	370	416	455	410	391	207

Food

1939 (Aug.—Dec.)	105	109	109	—	105	103	103
1940	112	111	106	111	112	105	103
1941	125	120	118	123	122	117	103
1942	161	169	157	186	181	163	103
1943	225	325	288	302	319	299	103
1944	235	326	297	303	331	293	103
1945	242	303	291	299	326	261	103
1946	283	337	319	350	364	282	103
1947	307	360	387	417	424	320	103
1948	311	374	421	490	514	379	103
1949	327	392	429	462	538	394	103
1950	340	420	434	459	471	382	103
April	330	445	451	448	459	375	103
May	339	440	425	449	461	379	103
June	339	442	416	464	461	382	103
July	350	442	428	485	472	386	103
August	355	455	434	499	481	369	103
September	356	454	446	453	486	390	103
October	350	405	440	457	491	390	103
November	337	382	422	461	489	387	103
December	333	366	415	438	475	384	103
1951 January	342	375	451	449	483	386	103
February	347	409	444	468	489	390	103
March	365	445	428	438	487	400	103
April	360	428	426	482	480	399	103

Source.—State Governments.

, WORKING CLASS COST OF LIVING INDEX NUMBERS IN INDIA—*contd.*

Months	CoCHIN (Base: August, 1933=100)				Mysore (Base: July, 1935 to June, 1936 = 100)						HYDERABAD (Base August, 1943 to July, 1944 = 100)	
	Ernakulam		Trichur		Bangalore		Mysore		Kolar Gold Fields		Hyderabad City	
	1950-51	1951-52	1950-51	1951-52	1950-51	1951-52	1950-51	1951-52	1950-51	1951-52	1950-51	1951-52
April . .	366	282	359	372	307	344	390	349	318	365	159	—
May . .	363		360		311		308		310		158	
June . .	368		360		311		311		325		161	
July . .	370		362		310		315		331		164	
August . .	374		364		324		318		347		162	
September	375		366		320		321		350		163	
October . .	376		367		333		323		353		162	
November	375		366		330		315		342		163	
December .	380		371		326		327		344		163	
January . .	377		369		328		322		345		164	
February .	377		367		336		327		351		165	
March . .	376		366		341		336		363		166	

Source.—State Governments.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS DURING

APRIL, 1951

The cost of living index numbers for 15 selected centres are shown in the following tables. These measure the average changes, as compared to the year 1944, in the retail prices of goods and services which entered into the working class expenditure as revealed by the family budget enquiries conducted in these centres during the years 1943-45.

During the month under review there was a rise in the prices of food and clothing articles in a majority of the centres. Short notes analysing the index numbers at different centres during April, 1951 are given below :

Delhi

The cost of living index number advanced by 1 point to 139 reflecting a rise in the prices of milk in the food group, markin in the clothing group and *bidis* in the miscellaneous group.

Ajmer

The index number went down by 1 point to 173. This decline was accounted for by a fall in the open-market prices of wheat, gram and onions in the food group.

Jharra

The index number advanced by 2 points to 187 reflecting a rise in the prices of *arhar dal*, potatoes and onions in the food group and *bidis* in the miscellaneous group.

Cuttack

The index number went up by 1 point to 166. This rise was solely due to an increase in the price of rice.

Gauhati

A rise of 1 point brought the index number to the level of 140. The effect of a rise in the prices of fish in the food group and tobacco in the miscellaneous group was only partially offset by a general fall in the prices of clothing articles.

Ludhiana

The index number receded by 3 points to 165. A major part of this recession was accounted for by a fall in the food index brought about by reduced prices of wheat, milk and *shakkar*.

Akola

The index number registered a fall of 1 point and stood at 163. Lower quotations for *juar*, chillies and onions in the food group were responsible for this fall in the index.

Jubbulpore

The index number appreciated by 2 points to 188. Increased prices of sugar, *tur dal* and onions in the food group and *saree* in the clothing group were responsible for this rise in the general index.

Kharagpur

There was a fractional recession in the index number which stood at 131. There was a slight fall in the prices of chillies in the food group and *pan* in the miscellaneous group.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

	Delhi	Ajmer	Jamshedpur	Jharia	Dehri-on-Sone	Mon-ghyr and Jamalpur	Cuttack	Berhampur	Gauhati	Silchar	Tinsukia	Ludhiana	Akola	Jubbulpore	Kharagpur
1945 .	103	110	100	97	106	105	102	101	90	92	94	105	98	95	97
1946 .	107	118	103	122	131	132	106	111	86	96	83	119	107	101	100
1947 .	122	152	123	139	158	153	117	126	97	110	93	142	139	123	111
1948 .	132	162	136	153	171	166	134	145	117	132	109	168	156	146	132
1949 .	132	161	138	159	170	171	147	154	128	138	110	164	168	151	137
1950 .	132	168	145*	182	185	193*	163	162	126	146	114	165	162	153	137
April	129	167	134	169	173	181	159	161	122	140	116	162	154	153	136
May	131	169	136	170	171	182	160	161	124	151	113	162	155	151	137
June	133	165	137	175	173	185	162	162	126	145	114	162	158	152	139
July	136	168	141	188	183	203	163	158	128	147	113	165	165	155	140
August	136	168	159	209	192	201	164	171	128	157	113	169	167	154	141
September	134	168	162	207	196	202	168	174	128	162	112	168	166	151	138
October	134	172	157	215	216	206*	168	175	131	160	111	168	168	155	141
November	133	167	156*	187	218	211*	168	178	128	156	111	167	174	158	137
December	129	165	157*	177	195	194*	166	186	127	145	111	170	167	168	136
1951 .															
January	134	171	158*	176	198	192*	164	189	127	141	109*	169	162	171	133
February	138	176	158*	176	195	194*	165	187*	129	140	109*	165	164	160	133
March	138	174	158*	185	198	—	165	187*	139	147	121*	168	164	166	135
April	139	173	160*	187	—	—	166	190*	140	152	121*	165	163	168	134

* Provisional.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base: 1944=100)

DELHI (a)

	Food	Fuel and Light- ing	House Rent	Clothing, Bedding and Footwear	Miscel- laneous	All Items
Weights	61.0	8.8	6.4	10.8	13.0	100.0
1945	103	104	100	99	116	103
1946	108	107	100	100	118	107
1947	124	114	100	111	135	122
1948	125	172	100	138	151	132
1949	126	181	100	125	148	132
1950	126	168	100	138	146	132
1950						
April	121	172	100	138	143	129
May	123	172	100	139	147	131
June	127	172	100	139	147	133
July	131	180	100	139	148	136
August	132	173	100	138	146	136
September	130	162	100	136	146	134
October	131	161	100	137	146	134
November	130	157	106	138	146	133
December	124	150	100	140	147	129
1951						
January	131	150	100	137	147	134
February	136	150	100	147	151	133
March	137	150	100	140	151	133
April	138	150	100	142	153	139

(a) For details of scope and method of construction of the index numbers please see pages 499-500 of the Indian Labour Gazette. (January, 1948)

ESTIMATE OF THE DELHI WORKING CLASS COST OF LIVING INDEX ON THE PRE-WAR BASE: AUGUST, 1939=100

The Labour Bureau Index Numbers published above are based on the average prices of important items of consumption by working class families during the year 1944, the 'weights' used being those determined from the average expenditure on these items as revealed by the family budget enquiry conducted under the Government of India's Cost of Living Index Scheme during the period October, 1943 to October, 1944.

The Chief Commissioner, Delhi has obtained the prices of the items during the month of August, 1939 and has worked out the index with August, 1939 as base using the Labour Bureau 'weights' adjusted to August, 1939 prices. This index worked out to an average figure of 260.8 during 1944. Linking this figure with the Labour Bureau series, the cost of living index number during the month of April, 1951 on the pre-war base *viz.*, August 1939, may be estimated to be 363.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—contd.

(Base : 1944=100)

AJMER (a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	63.7	8.2	3.0	8.2	16.9	100.0
1945	105	110	100	122	122	110
1946	111	110	100	155	135	118
1947	147	161	100	178	171	152
1948	155	166	100	201	176	162
1949	159	165	100	183	164	161
1950	172	143	100	198	181	168
1950						
April	172	144	100	188	160	167
May	175	140	100	188	159	169
June	169	137	100	194	169	165
July	173	136	100	203	161	168
August	173	136	100	201	162	168
September	173	136	100	200	162	168
October	179	138	100	203	161	172
November	169	143	100	209	161	167
December	165	146	100	219	161	165
1951						
January	173	155	100	219	161	171
February	180	157	100	219	161	176
March	176	154	100	221	166	174
April	175	164	100	223	166	173

(a) For details of scope and method of construction of the index numbers please see pages 53—57 of the "Report on an enquiry into family budgets of industrial workers in Ajmer" by S. R. Deshpande.

JAMSHEDPUR (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	65.8	5.4	4.7	10.2	13.9	100.0
1945	102	100	100	78	106	100
1946	106	105	100	76	109	103
1947	130	120	100	93	129	123
1948	138	154	100	132	133	136
1949	139	166	100	118	149	138
1950*	145	171	100	132	160	145
1950						
April	133	155	100	126	151	134
May	135	155	100	129	152	136
June	135	155	100	135	152	137
July	139	172	100	135	158	141
August	163	186	100	131	168	159
September	166	191	100	134	172	162
October	159	191	100	138	171	167
November*	156	191	100	146	169	166
December*	156	192	100	152	172	167
1951						
January*	157	192	100	153	172	168
February*	158	190	100	142	173	158
March*	159	190	100	141	175	158
April*	162	190	100	141	174	160

(b) For details of scope and method of construction of the index numbers please see pages 72—74 of the "Report on an enquiry into family budgets of industrial workers in Jamshedpur" by S. R. Deshpande.

*Provisional

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

JHARIA (a)

	Food	Fuel and Lighting	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	77.7	0.5	6.7	15.1	100.0
1945	98	94	81	102	97
1946	122	96	70	103	122
1947	145	104	78	128	139
1948	151	145	123	177	153
1949	159	128	108	183	159
1950	189	115	114	180	182
1950					
April	172	116	117	178	169
May	173	116	117	178	170
June	180	116	117	178	175
July	197	116	118	178	188
August	223	116	118	178	209
September	221	116	118	178	207
October	232	116	118	179	215
November	195	113	106	182	187
December	182	113	106	182	177
1951					
January	181	113	107	182	176
February	182	113	106	183	176
March	191	113	125	184	185
April	193	113	125	188	187

(a) For details of scope and method of construction of the index numbers please see pages 56—59 of the "Report on an enquiry into family budgets of industrial workers in Jharia" by S. R. Deshpande.

DEHRI-ON-SONE (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	69.6	4.6	2.0	13.5	10.3	100.0
1945	106	109	100	94	118	106
1946	140	120	100	96	129	131
1947	173	129	100	108	150	158
1948	150	126	100	148	171	171
1949	180	147	100	131	183	170
1950	200	164	100	137	177	185
1950						
March	181	162	100	127	172	172
April	183	162	100	134	172	173
May	180	163	100	133	173	171
June	183	166	100	138	173	173
July	196	167	100	134	181	183
August	207	166	100	142	182	188
September	213	165	100	141	182	186
October	243	165	100	139	182	216
November	248	164	100	130	182	218
December	212	164	100	141	182	195
1951						
January	216	164	100	148	182	198
February	211	164	100	148	182	195
March	215	164	100	148	182	198

(b) For details of scope and method of construction of the index numbers please see pages 55—58 of the "Report on an enquiry into family budgets of industrial workers in Dehri-on-sona" by S. R. Deshpande.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

MONGHYR AND JAMALPUR (a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	69.8	5.6	1.7	10.7	12.2	100.0
1945	107	103	100	90	106	105
1946	143	106	100	106	109	132
1947	170	114	100	100	124	153
1948	178	148	100	147	135	168
1949	189	131	100	129	131	171
1950*	216	126	100	156	143	193
1950						
February	207	131	100	141	141	186
March	202	131	100	141	135	182
April	200	128	100	141	139	181
May	198	123	100	159	148	182
June	202	124	100	154	152	185
July	224	138	100	179	150	203
August	224	127	100	168	146	201
September	226	128	100	164	149	202
October*	234	118	100	157	142	205
November*	242	115	100	161	141	211
December*	218	114	100	165	135	194
1951						
January*	215	116	100	165	135	192
February*	218	116	100	161	137	194

* Provisional

(a) For details of scope and method of construction of the index numbers please see pages 48—51 of the "Report on an enquiry into family budgets of industrial workers in Monghyr and Jamalpur" by S.R. Deshpande.

CUTTACK (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	67.1	8.9	3.0	8.1	12.9	100.0
1945	98	114	100	105	112	102
1946	105	109	100	104	112	106
1947	120	110	100	110	114	117
1948	137	124	100	127	136	134
1949	153	140	100	130	143	147
1950	171	141	100	138	167	163
1950						
April	166	141	100	136	162	159
May	166	141	100	136	163	160
June	171	141	100	136	157	162
July	171	141	100	136	170	163
August	171	141	100	136	173	164
September	176	141	100	141	173	168
October	177	141	100	142	173	168
November	178	141	100	142	173	168
December	175	141	100	142	172	165
1951						
January	173	141	100	144	164	164
February	173	141	100	148	168	165
March	172	141	100	148	168	165
April	174	141	100	148	168	166

(b) For details of scope and method of construction of the index numbers please see page 739 of the Indian Labour Gazette (April, 1948).

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—1944.
(Base: 1944=100)

BERHAMPUR (a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	62.4	7.5	3.3	11.0	15.8	100.0
1945	98	105	100	121	95	101
1946	107	135	100	123	110	111
1947	123	162	100	139	115	122
1948	151	162	100	135	150	141
1949	166	155	100	128	146	134
1950	174	158	100	132	150	133
1950						
April	159	147	100	125	149	131
May	169	147	100	127	150	131
June	161	147	100	127	151	130
July	170	147	100	127	149	131
August	189	152	100	140	149	131
September	191	167	100	140	150	134
October	190	177	100	144	154	138
November	193	178	100	146	157	138
December	201	209	100	160	157	139
1951						
January	205	209	106	152	157	139
February*	201	209	100	152	162	135
March*	200	209	100	157	162	135
April*	201	209	100	162	164	135

(a) For details of scope and method of construction of the index numbers please refer page 47 of the Indian Labour Gazette (July, 1948).

GAUHATI (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	63.4	5.6	4.5	5.1	15.4	100.0
1946	89	70	100	84	89	90
1946	85	65	100	84	84	86
1947	106	65	100	85	100	97
1948	124	67	100	112	111	104
1949	125	67	100	112	112	104
1950	128	61	100	112	112	104
1950						
April	125	65	100	125	117	102
May	124	65	100	125	115	102
June	124	65	100	113	115	100
July	131	65	100	112	115	102
August	139	66	100	115	115	102
September	129	69	100	115	117	101
October	125	67	100	111	115	100
November	127	67	100	111	115	100
December	127	65	100	112	115	100
1951						
January	125	61	100	111	115	100
February	125	61	100	111	115	100
March	124	61	100	111	115	100
April	124	61	100	111	115	100

(b) For details of scope and method of construction of the index numbers please refer page 47 of the Indian Labour Gazette (April, 1948).

* Provisional. † Revised.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base : 1944=100)

SILCHAR (a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	71.7	7.1	4.4	6.7	10.1	100.0
1945	89	95	100	88	109	92
1946	94	139	100	78	88	96
1947	111	156	100	94	92	110
1948	105	161	100	179	110	132
1949	141	159	100	135	117	138
1950	152	162	100	150	108	146
1950						
April	145	165	100	144	104	140
May	159	165	100	153	106	151
June	150	165	100	155	108	145
July	152	165	100	157	111	147
August	166	165	100	159	110	157
September	173	165	100	158	110	162
October	171	165	100	155	111	160
November	164	165	100	160	113	156
December	148	165	100	160	115	145
1951						
January	143	165	100	158	115	141
February	141	165	100	158	116	140
March	151	165	100	156	122	147
April	158	165	100	161	123	152

(a) For details of scope and method of construction of the index numbers please see page 351 of the Indian Labour Gazette (November, 1948).

TINSUKIA (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	68.7	7.3	3.2	8.5	12.3	100.0
1945	94	81	100	100	100	94
1946	86	53	100	73	83	83
1947	98	65	100	94	84	93
1948	114	53	100	125	100	109
1949	113	58	100	133	111	110
1950	116	61	100	156	105	114
1950						
April	116	61	100	183	108	116
May	117	61	100	142	108	113
June	118	61	100	142	108	114
July	118	61	100	142	104	113
August	118	61	100	144	102	113
September	116	61	100	144	102	112
October	114	61	100	144	103	111
November	114	61	100	144	103	111
December	114	61	100	144	102	111
1951						
January*	112	63	100	144	102	109
February*	111	63	100	144	102	109
March*	126	63	100	144	118	121
April*	127	62	100	143	112	121

(b) For details of scope and method of construction of the index numbers please see page 429 of the Indian Labour Gazette (December, 1948).

*Provisional

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*

(Base: 1944=100)

LUDHIANA (a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	61.2	9.2	3.7	10.8	15.1	100.0
1945	108	105	100	98	106	105
1946	125	112	100	93	122	119
1947	149	156	100	110	135	142
1948	183	160	100	135	157	168
1949	177	157	100	102	176	164
1950	175	153	100	111	185	165
1950						
April	173	154	100	107	174	162
May	174	156	100	109	168	162
June	175	153	100	109	171	162
July	176	150	100	116	182	165
August	181	149	100	108	195	169
September	179	150	100	108	199	168
October	177	152	100	117	197	168
November	176	152	100	114	195	167
December	179	152	100	120	196	170
1951						
January	179	153	100	119	191	169
February	176	142	100	117	187	165
March	181	140	100	119	183	163
April	174	142	100	132	180	165

(a) For details of scope and method of construction of the index numbers please see pages 45—48 of the "Report on an enquiry into family budgets of industrial workers in Ludhiana" by S. R. Deshpande.

AKOLA (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	58.6	7.3	2.1	13.4	18.6	100.0
1945	99	88	100	91	101	99
1946	116	86	100	90	101	107
1947	164	91	100	95	115	139
1948	175	204	100	100	123	156
1949	193	196	100	105	132	168
1950	190	159	100	105	122	162
1950						
April	175	163	100	105	126	164
May	179	151	100	105	119	155
June	185	151	100	105	119	158
July	197	151	100	105	120	163
August	193	150	100	105	125	167
September	197	150	100	105	127	166
October	200	150	100	105	125	168
November	211	150	100	105	125	174
December	199	150	100	105	126	167
1951						
January	186	150	100	105	138	162
February	187	160	100	105	145	164
March	186	160	100	104	145	164
April	183	160	100	108	146	163

(b) For details of scope and method of construction of the index numbers please see pages 46—49 of the "Report on an enquiry into family budgets of industrial workers in Akola" by S. R. Deshpande.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*concl'd.*

(Base : 1944=100)

JUBBULPORE (a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	58.2	7.2	2.7	12.6	19.3	100.0
1945	90	93	100	85	114	05
1946	08	07	100	79	126	101
1947	121	119	100	88	169	123
1948	149	127	100	121	170	146
1949	162	143	100	123	176	161
1950	162	148	100	114	190	153
1950						
April	147	145	100	117	207	153
May	143	145	100	117	208	161
June	145	145	100	117	208	162
July	152	155	100	108	203	155
August	157	167	100	107	180	154
September	163	153	100	107	179	161
October	156	150	100	113	190	156
November	162	143	100	113	188	168
December	179	143	100	115	189	168
1951						
January	186	136	100	116	187	171
February	183	128	100	123	186	169
March	175	125	100	125	193	166
April	176	125	100	127	193	168

(a) For details of scope and method of construction of the index numbers please see pages 56-59 of the "Report on an enquiry into family budgets of industrial workers in Jubbulpore" by S. R. Deshpande.

KHARAGPUR (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	69.2	5.9	3.4	10.6	10.9	100.0
1945	97	110	100	83	109	97
1946	102	97	100	76	113	100
1947	116	106	100	80	119	111
1948	136	116	100	126	129	132
1949	142	114	100	125	142	137
1950	142	109	100	130	144	137
1950						
April	141	104	100	122	162	136
May	141	107	100	128	161	137
June	144	108	100	132	147	139
July	146	110	100	130	141	140
August	146	111	100	135	141	141
September	142	110	100	139	141	138
October	144	109	100	146	141	141
November	141	109	100	141	138	137
December	138	109	100	147	136	136
1951						
January	133	109	100	147	137	133
February	133	108	100	146	139	133
March	135	113	100	150	141	135
April	134	113	100	150	140	134

(b) For details of scope and method of construction of the index numbers please see pages 45-48 of the "Report on an enquiry into family budgets of industrial workers in Kharagpur" by S. R. Deshpande.

COST OF LIVING INDEX NUMBERS FOR LOW-PAID EMPLOYEES AT DIFFERENT MUFASSAL CENTRES IN MADRAS (Base : July, 1935 to June, 1936=100)

Month and year	Visa- kha- patnam	Eluru	Bellary	Cudda- lore	Tiru- ohira- palli	Madhu- rai	Coimba- ture	Kozhi- kode
1948	338	367	370	372	351	331	337	391
1949	360	396	378	364	365	360	385	409
1950	354	404	383	371	372	348	388	428
April	343	391	393	357	359	344	376	424
May	348	393	387	359	369	343	375	428
June	352	396	390	363	374	343	379	450
July	360	407	382	369	371	345	394	439
August	365	406	371	368	375	350	398	438
September	363	419	372	378	378	354	396	439
October	366	416	369	392	376	354	391	427
November	361	415	380	384	374	355	389	417
December	358	410	375	383	374	348	389	411
1951	350	407	375	384	307	349	389	419
January	354	413	375	382	370	354	392	427
February	350	416	377	382	369	357	393	440
March	354	425	378	385				450
April	350							

Source.—Public (Economics and Statistics) Department, Government of Madras.

WORKING CLASS COST OF LIVING INDEX NUMBERS IN RANGOON

The table below shows the percentage variations in the estimated cost on an austerity basis, of one month's supply of foodstuffs and commodities for the principal groups of Indian workpeople, viz., Tamils, Telegus and Uriyas on a singleman basis.

(Base : Year 1941=100)

Month and Year	Food	Fuel and Lighting	Clothing	Miscella- neous	House Rent	All Items combined
1	2	3	4	5	6	7
1950						
April	330	279	579	471	266	341
May	333	257	600	471	266	345
June	356	250	641	467	266	361
July	391	214	638	454	266	360
August	390	201	475	454	266	368
September	379	204	440	454	266	359
October	352	197	440	454	266	341
November	344	192	443	454	266	335
December	344	182	423	454	266	333
1951						
January	354	190	418	454	266	340
February	347	214	418	454	266	337
March	322	198	426	454	266	321
April	329	191	437	476	266	321

Source.—Weekly notes by the Director of Labour, Bureau.

COST OF LIVING INDEX NUMBERS IN FOREIGN COUNTRIES

(Base : 1937=100)

Country	U.K.	U.S.A.	Canada	Australia	Turkey	Ceylon
Town					Istanbul	Colombo(c)
1938 . . .	101	98	101	103	100	—
1939 . . .	103	97	100	105	101	108*
1940 . . .	119	98	104	110	112	112
1941 . . .	129	102	110	115	138	122
1942 . . .	130	113	116	125	232	164
1943 . . .	129	120	117	129	346	195
1944 . . .	130	122	117	129	338	200
1945 . . .	132	125	118	129	353	221
1946 . . .	132	136	122	131	341	229
1947 . . .	102 a)(b)	155	134	136	343	252
1948 . . .	108	167	153	148	345	260
1949 . . .	111	165	159	162	378	258
1950 . . .	114	167	165	179	360	272
April . . .	114	163	162	176	374	266
May . . .	114	164	162		361	266
June . . .	114	166	163		357	271
July . . .	114	168	166	180	350	272
August . . .	113	168	167		343	274
September . . .	114	169	168		341	283
October . . .	115	170	169	188	346	279
November . . .	116	171	169		348	277
December . . .	116	174	169		351	273
1951 January . . .	117	177	170	196	354	281
February . . .	118	179	173		—	284
March . . .	119	180	178		—	284
April . . .	121	—	180		—	—

(a) New Series from July, 1947 ; Base : 17th June, 1947 = 100.

(b) July to December.

(c) Base : November, 1938 to April, 1939 = 100.

* August--December.

Source.—International Labour Office.

Retail and wholesale prices.

MOVEMENT OF RETAIL PRICES IN SELECTED URBAN AND RURAL CENTRES DURING THE MONTH OF APRIL, 1951

Unweighted retail price index numbers for 18 urban and 12 rural centres are given in the following tables. These measure the fluctuations in the retail prices of certain groups of consumption items as compared to their average prices during 1944.

Urban Centres

The index numbers for 'all articles of food' advanced at 10 centres, receded at 5 centres and remained stationary at 1 centre only. The fluctuations of index numbers were, however, limited within a range of +8 and -4 points.

An analysis by the various consumption groups is given below :—

Cereals.—The index numbers for this sub-group fluctuated both ways and no clear trend of prices could, therefore, be ascertained. The fluctuations in the index numbers ranged from a rise of 18 points at Meerut to a fall of 9 points at Agra and at two centres the index numbers remained stationary.

Pulses.—In general, the price-trend in this sub-group was upwards in the centres of Bombay and U. P. and downwards in the centres of Bihār and West Bengal.

Other articles of food.—The index numbers for this sub-group appreciated in a majority of the centres. The highest rise of 9 points recorded at Dohad was caused by higher quotations for sugar and milk.

Fuel and Lighting.—The index numbers for this group receded at 6 centres, appreciated at 5 centres and remained stationary at 5 centres. The fluctuations in the index numbers, however, did in no case exceed 3 points.

Miscellaneous.—No clear trend of prices was discernible in this group.

Rural Centres

The index numbers for 'all articles of food' appreciated at 6 centres, declined at 3 centres and remained stationary at 1 centre. The index numbers for 'cereals' went up by 40 points at Maibang solely due to a rise in the price of rice and by 20 points at Krishna due to higher quotations for rice and *jowar*. There was, however, a general fall in the prices of cereals at Nana. Significant features in the sub-group 'pulses' were a general rise in the prices at Krishna and a general fall at Lakh. The fluctuations in the index numbers for 'other articles of food' ranged from a rise of 17 points at Muniguda to a fall of 12 points at Nana and the general trend of prices in this sub-group appeared to be slightly upward. The index numbers for 'fuel and lighting' went up by 16 points at Bamra solely due to a rise in the price of kerosene oil and by 12 points at Krishna due to higher quotations for groundnut oil and match box. The index numbers for 'clothing' advanced in almost all the centres due mainly to a rise in the prices of *dhotis*, *sarees* and shirting. At Nana and Muniguda, these index numbers rose by 16 and 20 points respectively. In the miscellaneous group, there was an appreciable increase in the price of *pan* at Sonaili. A significant rise in the prices of tobacco and *pan* was witnessed at Maibang also.

RETAIL PRICE INDEX NUMBERS BY GROUPS AT 12 SELECTED RURAL CENTRE

(Base : 1944=100)

Name of Centres	Cereals			Pulses			Other articles of food		
	April, '50	March, '51	April, '51	April, '50	March, '51	April, '51	April, '50	March, '51	April, '51
	2	3	4	5	6	7	8	9	10
<i>Eastern Zone</i>									
1. Bamra . .	174	169	171	86	103	101	193	185	188
2. Maihang . .	131	146	186a	142	142	142	156	151	155
3. Shankargarh . .	132	180	176	127	174	178	205	205	205
4. Sonaili . .	202	281	287	145	180	183	234	249	256
<i>Northern Zone</i>									
5. Multapi . .	157	192	199	111	173	180	192	183	183
6. Nana . .	307	344	312b	276	231	231	234	261	249f
7. Salamatpur . .	197	212	209	176	251	252	201	214	210
<i>Southern Zone</i>									
8. Krishna . .	135	236	256c	154	171	184d	200	198	214g
9. Lakh . .	186	179	178	177	176	164e	170	174	172
10. Malur . .	x	x	x	x	x	x	x	x	x
11. Muniguda . .	203	345	353	234	263	203	254	299	316g
12. Kudchi . .	x	x	x	x	x	x	x	x	x

Name of Centres	All articles of food			Fuel & Lighting			Clothing			Miscellaneous		
	April, '50	March, '51	April, '51	April, '50	March, '51	April, '51	April, '50	March, '51	April, '51	April, '50	March, '51	April, '51
	12	13	14	15	16	17	18	19	20	21	22	23
<i>Eastern Zone</i>												
1. Bamra . .	172	169	170	89	96	112z	189	165	166	195	182	187
2. Maihang . .	152	150	156	103	102	102	118	152	153	100	107	127l
3. Shankargarh . .	164	190	190	95	100	101	131	140	140	140	137	137
4. Sonaili . .	215	243	249	120	109	109	131	250†	255†	354	320	380m
<i>Northern Zone</i>												
5. Multapi . .	165	181	184	112	115	115	106	128	133	154	170	173
6. Nana . .	254	275	280	148	142	140	147	173	189j	198	208	208
7. Salamatpur . .	195	221	219	129	100	100	139	138	140	169	263	263
<i>Southern Zone</i>												
8. Krishna . .	193	202	219	155	149	161i	134	145	145	201	224	226
9. Lakh . .	174	175	171	93	86	86	111	111	131†	147	147	160
10. Malur . .	x	x	x	x	x	x	x	x	x	x	x	x
11. Muniguda . .	240	303	316	106	104*	105	126	231	251k	177	215	218
12. Kudchi . .	x	x	x	x	x	x	x	x	x	x	x	x

* Revised.

† Provisional.

- (a) Rise in the price of rice.
 (b) General fall in the prices of cereals.
 (c) Rise in the prices of rice and *jowar*.
 (d) General rise in the prices of pulses.
 (e) General fall in the prices of pulses.
 (f) Fall in the prices of *oil*, sugar and *dhania*.
 (g) Rise in the prices of edible oil, milk, ghee and chillies.
 (h) Rise in the price of kerosene oil.
 (i) Rise in the prices of groundnut oil and match box.
 (j) Rise in the price of shirting.
 (k) Rise in the prices of *dhotis*, *sarees* and shirting.
 (l) Rise in the prices of *pan* and *tohacco*.
 (m) Rise in the price of *pan*.
 (z) Returns not received.

RETAIL PRICE INDEX NUMBERS BY GROUPS

(Base)

Name of Centre and State 1	Cereals			Pulses			Other articles of food		
	April, '50 2	March, '51 3	April, '51 4	April, '50 5	March, '51 6	April, '51 7	April, '50 8	March, '51 9	April, '51 10
I.—Bombay :									
Hubli	140	141	144	109	125	130	162	201	207
Surat	107	107	115	128	153	153	162	163	172
Dohad	132	137	141	141	163	171	180	188	193
II.—Panjab (I)									
Amritsar	x	x	x	x	x	x	x	x	x
III.—Uttar Pradesh :									
Lucknow	140	159	160	153	180	182	168	167	171
Agra	131	162	153	156	188	181	165	168	171
Bareilly	151	184	176	161	194	200	174	178	186
Banaras	171	156	154	138	177	184	203	185	187
Meerut	179	170	188a	157	185	187	185	177	181
IV.—Bihar :									
Patna	203	257	263	140	198	197	101	183	170
V.—West Bengal :									
Howrah	141	140	140	125	137	136	169	173	175
Budge-Budge	137	146	148	109	133	132	178	178	174
Kankinara	131	134	134	109	127	125	169	177	175
Raniganj	150	192	188	115	126	120	168	183	182
Calcutta	138	143	142	121	135	135	176	181	180
Gouripore	132	142	137	119	148	134b	163	173	171
Serampore	139	141	142	121	136	136	169	175	175
Kanchrapara	131	148	141	123	144	142	167	172	173

(a) Rise in the price of barley.

(b) Fall in the prices of masoor, arhar and moong dals.

(c) Rise in the prices of pan and tobacco.

(d) Fall in the price of pan.

(e) Rise in the price of pan.

(f) Rise in the prices of pan, and bidis and tobacco.

(z) Returns not received.

AT 18 SELECTED URBAN CENTRES
1944=100)

All articles of food			Fuel and Lighting			Miscellaneous			Name of Centre and State.
April, '50 11	March, '51 12	April, '51 13	April, '50 14	March, '51 15	April, '51 16	April, '50 17	March, '51 18	April, '51 19	20
									I.—Bombay :
151	181	184	111	96	97	158	176	178	Hubli
146	150	145	98	97	97	162	156	160	Surat
166	175	183	168	120	122	152	159	160	Dohad
									II.—Punjab (I)
x	x	x	x	x	x	x	x	x	Amritsar
									III.—Uttar Pradesh :
159	161	164	121	128	126	186	196	212c	Lucknow
156	170	169	115	141	139	158	158	153	Agra
166	182	182	127	123	125	134	154	153	Bareilly
185	175	176	131	121	123	370	291	275d	Banaras
180	176	184	119	118	116	155	160	172e	Meerut
									IV.—Bihar :
189	209	212	137	135	137	179	161	173f	Patna
									V.—West Bengal :
156	164	166	93	100	99	156	168	160	Howrah
162	167	164	123	115	115	168	235	238	Budge-Budge
145	160	163	104	102	99	190	161	153	Kankinara
170	178	174	205	163	163	183	188	182	Raniganj
162	170	173	105	108	107	169	175	173	Calcutta
144	164	163	132	131	131	171	187	180	Gouripore
153	162	163	122	121	121	188	202	193	Serampore
156	164	164	123	130	128	177	183	186	Kanchrapara

INDEX NUMBERS OF RURAL PRICES IN THE STATE OF MADRAS
(Base : July, 1935 to June, 1936 = 100)

District	Rural Centres	Index Numbers		
		April, 1950	March, 1951	April, 1951
1	2	3	4	5
Visakhapatnam . . .	Adivivaram	437	444	456
Sri kakulam	Thettangi	471	521	524
West Godavari	Alamuru	414	423	444
Bellary	Madavaram	480	477	480
South Arcot	Puliyur	438	445	450
"	Agaram	390	402	409
Tiruchirapalli	Thulayanatham	499	485	485
Madurai	Eriodu	413	493	501
"	Gokilapuram	442	462	465
Coimbatore	Kinathukadavu	413	444	446
Malabar	Koduvalli	578	643	653
Chingleput	Guduvancheri	430	449	449
"	Kunnathur	436	466	472

Source.—Public (Economics and Statistics) Deptt., Government of Madras.

ALL INDIA INDEX NUMBERS OF WHOLESALE PRICES

The Economic Adviser's Index Numbers of wholesale prices comprise selected items under the groups Food, Industrial Raw Materials Semi-Manufactures, Manufactured Articles and Miscellaneous. Since from the point of view of the working classes, the Food group together with its sub-groups and Textile products are of importance, the index numbers relating to these groups are also given along with the General Index.

(Base : Year ended August, 1939=100)

	Cereals	Pulses	Other articles of food	All food articles	Textile products	General Index
1	2	3	4	5	6	7
1947 Average . . .	312	471	232	292	314	297
1948 Average . . .	445	426	269	375	406	363
1949 Average . . .	466	439	277	390	398	381
1950 Average . . .	472	451	314	411	402	401
1950—						
April . . .	458	417	309	399	402	391
May . . .	457	402	319	402	401	394
June . . .	456	409	321	403	399	396
July . . .	475	461	335	423	400	405
August . . .	478	464	340	426	402	410
September . . .	485	475	339	430	402	413
October . . .	495	484	319	427	403	411
November . . .	521	509	281	424	404	413
December . . .	510	507	291	424	404	414
1951 January . . .	487	509	293	414	406	423
February . . .	487	509	294	414	430	430
March . . .	488	518	288	412	457	458
April . . .	490	501	289	413	501	

Source.—Office of the Economic Adviser to the Government of India.

Employment Service

EMPLOYMENT EXCHANGE STATISTICS

Period	No. of exchanges at the end of the period	No. of registrations during the period	No. of applicants placed in employment during the period	No. of applicants on the live registers at the end of the period	No. of employers using the exchanges during the period	No. of vacancies notified during the period	No. of vacancies outstanding at the end of the period
1	2	3	4	5	6	7	8
15th August, 1947 to 31st December 1947	53	207,838	61,720	236,731	2,870*	97,892	68,756
1948	54	868,787	259,774	239,033	3,122*	380,118	65,131
1949	56	1,066,351	256,800	274,335	4,483*	362,011	29,202
1950—	67	1,210,358	331,103	330,743	5,560*	419,307	22,189
April	54	91,897	23,837	281,972	5,233	34,038	29,482
May	64	108,921	29,434	305,003	5,940	30,735	31,484
June	64	100,934	29,850	322,958	5,918	36,901	27,911
July	64	121,017	29,393	345,395	6,019	34,000	24,388
August	65	119,682	29,021	365,732	6,135	34,858	23,432
September	66	101,585	29,377	347,944	6,313	31,802	23,396
October	66	92,835	27,302	338,311	5,623	31,000	25,260
November	66	114,139	34,654	333,028	5,870	43,078	27,570
December	67	115,330	33,809	330,743	5,730	41,664	28,189
1951—							
January	67	120,050	34,631	345,169	6,048	39,282	26,987
February	67	107,968	32,978	348,748	6,011	39,625	26,728
March	67	112,904	38,253	337,002	6,857	41,202	25,590
April	122	113,437	35,396	331,372	6,387	41,813	24,547

* Monthly averages.

Employment Exchange Statistics for April, 1951, by States

State or Region	No. of exchanges	No. of registrations	No. of applicants placed in employment during the month	No. of applicants on the live registers at the end of the month	No. of employers using exchanges	No. of vacancies notified	No. of vacancies outstanding
1	2	3	4	5	6	7	8
Assam	3	2,425	1,027	8,823	63	991	610
Bihar	16	8,736	2,681	26,165	264	4,199	5,176
Bombay	10	11,341	2,573	31,691	658	3,210	2,069
Delhi, Rajasthan & Ajmer	8	7,818	2,592	18,018	404	3,313	2,226
Hyderabad	3	1,315	210	8,538	82	405	642
Madhya Pradesh	5	5,753	1,398	17,093	234	2,111	1,263
Madras	28	20,176	6,143	72,344	932	6,705	2,386
Orissa	1	521	307	1,959	32	71	427
Punjab	14	7,712	2,379	18,058	561	2,965	1,978
Uttar Pradesh	20	34,063	13,837	59,746	2,757	15,166	5,360
West Bengal	6	13,517	1,919	65,937	400	2,614	2,653
Total	122†	113,437	35,396	331,372	6,387	41,813	24,547

† Includes 55 District Employment Exchanges.

Source:—Directorate-General of Resettlement and Employment.

TRAINING STATISTICS

Month 1	No. of centres at the end of the period 2	Number of persons undergoing training at the end of the period				
		Technical 3	Vocational 4	Women 5	Apprenticeship* 6	Total 7
1947—						
September	187	5,800	1,878	893	265	8,836†
1948—						
April	296	7,511	3,324	156	618	11,609
1949—						
April	487	11,462	4,678	261	2,482	18,883
1950—						
April	180	3,458	1,045	55	163	4,721
May	169	3,399	696	142	128	4,365
June	126	4,142	656	138	11	4,947
July	98	6,022	1,162	322	—	7,506
August	63	8,635	1,886	349	—	10,870
September	63	9,465	2,215	340	—	12,020
October	63	9,238	2,136	327	—	11,701
November	63	8,730	2,082	318	—	11,130
December	63	8,466	2,014	338	—	10,818
1951—						
January	63	8,293	1,989	331	—	10,613
February	63	8,217	1,950	331	—	10,498
March	63	8,037	1,925	328	—	10,290
April	84	7,964	1,831	282	606	10,683

† Excluding disabled persons.

Training Statistics for April, 1951, by States

State 1	No. of Centres 2	Number of persons undergoing training				
		Technical 3	Vocational 4	Women 5	Apprenticeship 6	Total 7
Aesam	1	240	73	—	—	313
Bihar	3	411	72	—	—	483
Bombay	5	865	103	—	—	968
Madhya Pradesh	1	312	104	—	—	416
Madras	10	838	91	55	—	984
Orissa	2	213	48	—	—	261
Punjab	6	876	336	—	—	1,212
Uttar Pradesh	11	1,374	375	113	359	2,221
West Bengal	29	1,523	383	—	217	2,123
Mysore	3	212	39	—	—	251
P. E. P. S. U.	1	88	—	—	—	88
Rajasthan	1	77	—	—	—	77
Travancore-Cochin	4	271	38	—	—	309
Ajmer	1	114	—	—	—	114
Coorg	1	36	24	16	—	76
Delhi	4	430	132	93	—	655
Himachal Pradesh	1	84	13	—	—	97
Total	84	7,964	1,831	282	606	10,683

Note.—Apart from the figures given above, 192 Primary School Teachers were also undergoing training at the end of April, 1951.

Source.—Directorate-General of Resettlement and Employment.

Absenteeism

ABSENTEEISM IN MANUFACTURING INDUSTRIES IN INDIA
(Percentage of man-shifts lost to man-shifts scheduled to work)

Month	Cotton Mill Industry							Woollen Industry	
	Bombay (b)	Ahmed- abad (c)	Sholapur (b)	Madras (a)	Madura (a)	Coimba- tor (a)	Kanpur (d)	Kanpur (d)	Dharnai (a)
1	2	3	4	5	6	7	8	9	10
1947									
Average . . .	14.4	6.4	19.1	10.3	14.7	13.8	16.1	11.5	—
1948									
Average . . .	13.3	5.9	18.1	9.1	13.9	9.6	16.1	10.6	—
1949									
Average . . .	15.9	7.4	21.3	8.6	13.1	8.1	15.6	11.0	—
1950									
Average . . .	14.5	8.4	20.1	9.5	14.6	9.7	16.1	12.5	9.3
April	16.3	9.7	23.3	9.8	14.3	10.2	19.0	12.4	5.0
May	16.4	9.6	23.5	9.7	14.2	20.4	20.8	25.8	8.0
June	15.2	8.9	19.9	9.9	15.8	10.6	10.9	18.4	8.0
July	13.9	8.3	20.3	9.4	16.1	7.4	17.9	13.1	6.2
August	12.3	8.1	17.6	9.2	14.6	8.6	16.7	8.9	8.8
September	*	8.4	19.0	12.0	14.1	8.5	15.6	7.9	13.5
October	*	7.8	18.3	9.5	14.3	8.1	12.8	12.2	13.8
November	13.6	7.8	18.8	8.9	13.3	9.4	12.0	10.0	12.7
December	13.8	7.9	18.3	8.5	13.6	8.4	12.6	10.1	18.7
1951—									
January	12.1	7.4	18.1	9.1	11.4	9.5	10.3	11.5	8.8
February	12.8	7.8	19.4	8.6	12.5	10.8	11.1	13.7	12.0
March	13.0	9.0	18.7	8.7	13.2	11.8	10.8	13.9	15.5
April	13.6	8.9	20.3	8.8	13.0	10.8	11.5	14.3	20.8

Month	Engineering Industry		Tele- graph Work- shops	Tramway Work- shops	Iron and Steel Industry	Ordnance Factories	Cement Factories	Match Factories	Leather Industry
	Bombay (b) 11	West Bengal (c) 12	All India (a) 13	All India (a) 14	All India (a) 15	All India (a) 16	All India (a) 17	All India (a) 18	Kanpur (d) 19
1947									
Average . . .	13.8	—	—	—	—	10.6	12.2	12.4	15.5
1948									
Average . . .	13.4	—	—	—	14.3	8.5	10.9	10.9	8.0
1949									
Average . . .	13.6	—	—	—	13.5	8.0	10.1	10.8	11.3
1950									
Average . . .	13.1	11.1	8.1	15.7	12.4	8.9	10.6	11.0	8.4
April	16.3	16.2	8.8	23.7	14.1	13.2	11.4	15.5	8.4
May	18.9	15.5	10.8	17.2	15.2	11.8	16.5	14.9	10.7
June	14.0	12.3	9.6	13.4	14.4	9.4	12.8	12.1	7.5
July	12.0	9.3	7.9	14.4	12.2	7.7	8.6	10.3	15.5
August	10.1	12.7	7.1	11.9	11.8	6.9	10.2	10.1	21.0
September	11.1	9.0	7.2	12.2	10.5	8.3	8.7	9.0	4.2
October	10.0	7.6	7.4	20.1	10.6	7.2	10.3	9.6	5.9
November	12.9	8.7	7.5	13.4	11.6	7.4	9.0	9.6	4.8
December	11.8	8.4	8.3	13.9	10.5	7.7	9.0	9.0	5.2
1951									
January	11.2	8.8	8.0	14.7	10.7	7.7	10.5	7.4	3.9
February	13.0	9.2	7.1	9.3	10.1	8.5	11.3	10.6	4.9
March	14.8	10.1	8.2	13.9	11.5	9.1	14.0	9.9	4.8
April	16.5	10.8	8.9	13.5	11.2	9.9	13.4	11.5	5.6

Sources—

(a) Government of India; Labour Bureau.

(b) Government of Bombay; Deputy Commissioner of Labour (Information).

(c) Government of West Bengal; Labour Commissioner.

(d) Employers' Association of Northern India.

* There was a general strike in the Cotton Textile Industry in Bombay City.

*Absentecism in Manufacturing Industries in India, during April, 1951,
by Causes*

1	No. of returns 2	Percentage of absentecism due to				
		Sickness or accident 3	Leave other than holidays 4	Social or religious causes 5	Other causes 6	All causes 7
Cotton Mills—						
Madras State	32	2.7	4.7	2.0	2.3	11.7
Madras	1	2.7	4.0	0.9	1.2	8.8
Madura	8	3.1	4.8	3.0	2.1	13.0
Coimbatore	13	1.9	4.1	0.6	4.2	10.8
Tinnevell	5	3.4	5.5	4.3	0.4	13.6
Others	5	2.9	6.5	0.5	5.1	15.0
Woollen Mills—						
Dhariwal	1	0.7	18.5	—	1.6	20.8
Iron & Steel Factories—						
All States	7	2.3	5.4	0.6	2.9	11.2
West Bengal	3	3.2	7.2	—	2.1	12.5
Bihar	3	2.1	4.9	0.7	3.1	10.8
Madras	1	1.5	4.1	2.3	—	7.9
Ordnance Factories—						
All States	19	1.2	6.5	0.4	1.8	9.9
West Bengal	3	1.2	3.5	0.2	3.6	8.5
Bombay	5	0.8	8.3	0.2	1.6	10.9
Madhya Pradesh	3	1.0	9.4	—	0.7	11.1
Uttar Pradesh	7	2.0	5.3	1.0	1.2	9.5
Madras	1	0.9	6.7	0.4	0.2	8.2
Cement Factories—						
All States	8	3.3	7.3	1.3	1.5	13.4
Madras	4	2.5	10.7	1.3	0.8	15.3
Madhya Pradesh	2	2.1	4.8	3.4	1.6	11.9
West Bengal	1	4.4	4.7	—	1.9	11.0
Bihar	1	5.4	4.5	—	2.7	12.6
Match Factories—						
All States	5	4.3	3.6	0.6	3.0	11.5
Bombay	1	3.2	4.0	2.0	3.5	12.7
West Bengal	1	4.3	3.1	—	3.4	10.8
C. P.	1	2.5	5.2	0.5	1.7	9.9
Assam	1	5.9	3.1	—	1.8	10.8
Madras	1	7.4	1.8	—	4.0	13.2
Tramway Workshops—						
All States	4	2.7	5.0	3.6	2.2	13.5
Bombay	1	1.3	2.8	—	2.3	6.4
Calcutta	1	5.2	—	8.4	1.6	15.2
Madras	1	2.5	7.1	4.2	2.5	16.3
Delhi	1	4.2	19.3	0.1	—	23.6
Telegraph Workshops—						
All States	2	2.2	4.7	0.8	1.2	8.9
Bombay	1	1.8	11.0	1.6	—	14.4
West Bengal	1	2.4	0.8	0.3	1.9	5.4

ABSENTEEISM IN MANUFACTURING, MINING AND PLANTATION INDUSTRIES IN MYSORE STATE

Month	Manufacturing							Gold Mining	Plantations
	Textile	Engineering	Minerals & Metals	Food and Drink	Chemicals and Dyes	Wood and Ceramics	Miscellaneous		
1849									
Average .	11.8	11.8	—	10.2	13.7	11.8	12.2	14.5	—
1950									
Average .	11.1	12.4	—	21.3	12.1	9.0	13.0	12.4	—
March . .	10.3	13.0	—	21.3	11.7	9.3	16.5	10.4	—
April . .	12.2	13.6	—	19.1	12.7	9.4	17.7	11.1	—
May . .	14.1	14.5	—	28.1	14.1	10.5	8.3	20.3	—
June . .	11.5	12.1	—	21.4	12.2	9.0	13.3	11.8	—
July . .	9.7	10.7	—	20.7	10.5	7.7	13.0	9.3	—
August . .	11.6	10.9	—	18.4	10.1	7.9	13.3	10.5	—
September .	10.3	11.6	—	21.8	10.7	8.1	12.8	11.1	—
October . .	9.7	9.7	—	11.8	13.3	7.3	13.5	9.6	17.5*
November .	10.2	11.0	—	14.0	13.3	7.9	6.9	10.4	20.3
December .	11.3	13.5	—	13.3	9.9	15.1	12.8	9.5	16.5
1951									
January .	12.5	12.5	—	14.5	10.5	7.7	6.2	9.4	18.1
February .	14.0	13.0	—	17.9	10.6	8.3	11.4	9.8	19.9
March . .	14.5	12.0	14.7†	18.2	11.8	12.5	9.8	9.7	18.5

Absenteeism in Manufacturing, Mining and Plantation Industries in Mysore State during March, 1951, by Causes

Industry	No. of returns	Percentage of absenteeism due to				
		Sickness or accident	Social or religious causes	Other causes		All causes
				With leave	Without leave	
1	2	3	4	5	6	7
Manufacturing :						
Textile . .	19	1.2	1.6	7.5	4.2	14.5
Engineering . .	16	2.6	0.3	6.6	2.5	12.0
Minerals & Metals .	2	2.6	3.1	1.8	7.2	14.7
Food and Drink . .	7	1.7	2.5	4.9	9.1	18.2
Chemicals and Dyes	5	2.8	2.3	2.6	4.1	11.8
Wood and Ceramics	7	2.4	1.1	5.2	3.8	12.5
Miscellaneous . .	9	1.1	1.5	1.8	5.4	9.8
Gold Mining . .	3	3.7	0.1	1.2	4.7	9.7
Plantations . .	23	—	—	—	—	18.5

Source.—Labour Commissioner, Mysore.

* The figures were previously being included under "Food & Drink."

† The figures were previously being included under "Engineering."

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